

# Organizational Psychology

EM1F4M63A

## Semestre

A

## Discipline

Organizational behavior / Leadership

## Volume horaire

27 H

## Nombre de places

45

## Ouvert aux visiteurs

Oui

## Langue

EN

## Responsable

José Luis VALLEJO GARCIA



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## Liste des intervenants

Intervenant(s)	Email	Volume horaire CM
José Luis VALLEJO GARCIA	<a href="mailto:jose.vallejo@em-strasbourg.eu">jose.vallejo@em-strasbourg.eu</a>	27 h

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**Contribution pédagogique du cours au programme**

Aucune contribution pédagogique associé à ce cours pour ce programme.

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## **Descriptif**

Organizations today need leaders who can thoroughly understand human behaviour at work in order to be able to develop new methods, new practices and innovative procedures that add value to the business administration. To achieve this, managers are required to be excellent communicators, who can motivate teams and who can impact the overall organizational behavior in harmony with the vision. This course will examine the main concepts of human psychology within organizations. The purpose is to develop solid theoretical-conceptual knowledge about organizational psychology and its understanding as a discipline within organizations as well as its characteristics in a contemporary perspective.

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## **Organisation pédagogique**

### **Face-to-face**

- Lectures

### **In group**

Aucun élément de cette liste n'a été coché.

### **Interaction**

Aucun élément de cette liste n'a été coché.

### **Others**

Aucun élément de cette liste n'a été coché.

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## **Objectifs pédagogiques**

### **Cognitive domain**

A l'issue du cours, l'étudiant(e) devrait être capable de / d'...

- - (niv. 1) define the foundations of Organizational Psychology
  - - (niv. 1) describe how the science of human behavior is used to select, develop, and manage employees
  - - (niv. 2) articulate critically about Organizational Psychology theory, research, and application
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## **Affective domain**

A l'issue du cours, l'étudiant(e) devrait être capable de / d'...

- - (niv. 3) demonstrate how organizations can create a supportive work environment
  - - (niv. 3) debate the application of the knowledge of organizational psychology in the new era of companies, characterized by economic crises and the rethinking of working conditions for employees.
  - - (niv. 4) formulate an understanding of how theory and research are applied to work settings
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## **Objectifs de développement durable abordés**

Aucun objectif de développement durable n'a été coché.

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## **Plan / Sommaire**

- Introduction to Organizational Psychology
  - The Psychological Process
  - Levels of Operation of Human Activity and the Integrative Model of Behavioural Complexity
  - Theories and Perspectives of Psychology. Video Analysis: The Corporation.
  - Emotions at Work: The varieties and functions of human emotion.
  - Emotional Intelligence and Dimensions of Change
  - Organizational Environment and Organizational Change
  - Organizational Culture and Leadership
  - Final Presentations (video recorded format)
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## **Prérequis nécessaires**

### **Connaissances en / Notions clés à maîtriser**

Basic understanding of management of organizations.

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## **Supports pédagogiques**

### **Mandatory tools for the course**

- Computer

### **Documents in all formats**

- Case studies/texts

## Moodle platform

Aucun élément de cette liste n'a été coché.

## Software

Aucun élément de cette liste n'a été coché.

## Additional electronic platforms

Aucun élément de cette liste n'a été coché.

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## **Bibliographie recommandée**

### Ouvrages principaux

Furnham, A. (2005). The Psychology of Behaviour at Work. The Individual in the Organization. Second Edition. New York and London: Psychology Press.

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### Littérature complémentaire

- Jex, S. M (2002). Organizational Psychology. A Scientist-Practitioner Approach. New York, NY: John Wiley & Sons.
- McKenna, E. (2006). Business Psychology and Organizational Behaviour. A Student's Handbook. Fourth Edition. New York, NY: Psychology Press.
- Ones, D. S., Anderson, N, Viswesvaran, C. and Sinangil, H. K. (2018). (Eds.). The SAGE Handbook of Industrial, Work and Organizational Psychology. Second Edition. London: SAGE Publications Ltd.
- Payne, R. L. and Cooper, C. L. (2001). (Eds.). Emotions at Work. Theory, research and applications in management. West Sussex, England: John Wiley & Sons Ltd.
- Riggio, R. E. (2018). Introduction to Industrial/Organizational Psychology. Seventh Edition. New York and London: Routledge-Taylor & Francis.
- Whittington, J. (2016). Systemic Coaching and Constellations. The principles, practices and application for individuals, teams and groups. Second Edition. London: Kogan Page Limited.

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### Travaux de recherche de l'EM : Veillez à mobiliser au moins une ressource

Peuvent être renseignés les manuels coordonnés, les traductions de manuel, les études de cas traduites etc...

[https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwjchNW9qvfYAhX2A2MBHbrTBO4QFnoECAYQAQ&url=https%3A%2F%2Fwww.theses.fr%2F2012STRAB010.pdf&usg=AOvVaw3VeijAjiMcQeUwRjYMH1\\_\\_U](https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwjchNW9qvfYAhX2A2MBHbrTBO4QFnoECAYQAQ&url=https%3A%2F%2Fwww.theses.fr%2F2012STRAB010.pdf&usg=AOvVaw3VeijAjiMcQeUwRjYMH1__U)

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## **Modalités d'évaluation**

### Liste des modalités d'évaluation

**Evaluation intermédiaire / contrôle continu 1** Autre (date, contrôle surprise...) : to be determined

Orale (10 min) / individuelle / Anglais / pondération : 30 %  
Cette évaluation sert à mesurer ILO2.1-BAI, ILO2.2-BAI, ILO2.3-BAI

**Evaluation intermédiaire / contrôle continu 2** Dernière séance  
Ecrite / individuelle / Anglais / pondération : 30 %  
Cette évaluation sert à mesurer ILO3.1-BAI, ILO3.1-BAI, ILO3.2-BAI, ILO3.3-BAI

**Evaluation finale** Dernière séance  
Orale (20 min) / en groupe / Anglais / pondération : 40 %  
Précisions : The groups will be configured at the beginning of the semester.  
Cette évaluation sert à mesurer ILO3.2-BAI, ILO3.3-BAI, ILO4.3-BAI, ILO4.4-BAI, ILO1.1-BAI, ILO1.2-BAI