

Organizational Psychology Gr. 2

EM1F4M63A1

Program

Bachelor
BAI 3A Bachelor Affaires Internationales

UE

Organizational Psychology

Semester

A

Discipline

Human resources

Contact hours

27 H

Number of spots

45

ECTS

5

Open to visitors

Yes

Language



Coordinator

José Luis VALLEJO GARCIA



List of lecturers

Lecturer(s)	Email	Contact hours - lecture
José Luis VALLEJO GARCIA	jose.vallejo@em-strasbourg.eu	27 h

Pedagogical contribution of the course to the program

LEARNING GOAL 1 : Students will know, understand, and use management tools appropriately.

Students will demonstrate knowledge of management tools in their scope of action.

Students will know how to implement their knowledge within an organization.

LEARNING GOAL 3 : Students will be able to adapt effectively in an international environment.

Students will communicate their ideas effectively, both orally and in writing, in French and in two additional languages.

Students will demonstrate their ability to learn and take action when working in intercultural teams.

Description

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.

Teaching methods

Face-to-face

- Lectures

In group

No items in this list have been checked.

Interaction

No items in this list have been checked.

Others

No items in this list have been checked.

Learning objectives

Cognitive domain

Upon completion of this course, students should be able to

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

Upon completion of this course, students should be able to

- - (level 3) **demonstrate** how organizations can create a supportive work environment
 - - (level 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.
 - - (level 4) **formulate** an understanding of how theory and research are applied to work settings
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Outline

- 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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No prerequisite has been provided

Knowledge in / Key concepts to master

Basic understanding of management of organizations.

Teaching material

Mandatory tools for the course

- Computer

Documents in all formats

- Case studies/texts

Moodle platform

No items in this list have been checked.

Software

No items in this list have been checked.

Additional electronic platforms

No items in this list have been checked.

Recommended reading

Main reading material

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

Additional literature

- 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.

EM Research: Be sure to mobilize at least one resource

Textbooks, case studies, translated material, etc. can be entered

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=AOvVaw3VeiAjiMcQeUwRjYMH1__U

Assessment

List of assessment methods

Intermediate assessment / continuous assessment 1 Other (date, pop quiz, etc.) : to be determined
Oral (20 Min.) / Individual / English / Weight : 20 %

Intermediate assessment / continuous assessment 2 Other (date, pop quiz, etc.) : 09/12/2022
Oral (20 Min.) / Group / English / Weight : 30 %

Intermediate assessment / continuous assessment 3 Other (date, pop quiz, etc.) : 16/12/2022
Written / Individual / English / Weight : 50 %