Information about the subject

Degree: Bachelor of Science Degree in Psychology

Faculty: Faculty of Psychology

Code: 290306 **Name:** Psychology of Labour and Human Resources

Credits: 6,00 **ECTS Year:** 3 **Semester:** 2

Module: PSYCHOLOGY OF WORK, ORGANISATIONS AND HUMAN RESOURCES

Subject Matter: OCCUPATIONAL PSYCHOLOGY **Type:** Compulsory

Field of knowledge: Health Sciences

Department: Basic, Social, and Neuropsychology

Type of learning: Classroom-based learning / Online

Languages in which it is taught: Spanish

Lecturer/-s:

1124P	Samuel Eneas Mayoral Rodriguez **(Responsible Lecturer)**	sa.mayoral@ucv.es
293A	Samuel Eneas Mayoral Rodriguez **(Responsible Lecturer)**	sa.mayoral@ucv.es
293B	Samuel Eneas Mayoral Rodriguez **(Responsible Lecturer)**	sa.mayoral@ucv.es
293C	Samuel Eneas Mayoral Rodriguez **(Responsible Lecturer)**	sa.mayoral@ucv.es
295LP	Samuel Eneas Mayoral Rodriguez **(Responsible Lecturer)**	sa.mayoral@ucv.es
295LPO	Samuel Eneas Mayoral Rodriguez **(Responsible Lecturer)**	sa.mayoral@ucv.es

Module organization

PSYCHOLOGY OF WORK, ORGANISATIONS AND HUMAN RESOURCES

Subject Matter	ECTS	Subject	ECTS	Year/semester
SOCIAL PSYCHOLOGY	12,00	Group Psychology	6,00	4/1
		Social Psychology	6,00	2/2
OCCUPATIONAL PSYCHOLOGY	12,00	Psychology of Labour and Human Resources	6,00	3/2

Recommended knowledge

Prior knowledge is not required.

Learning outcomes

At the end of the course, the student must be able to prove that he/she has acquired the following learning outcomes:

R1   Acquiring basic theoretical knowledge

R2   Learning to analyze and describe the factors (internal and external) that influence the individual's behavior and the work environment.

R3   Learning to manage and develop human potential through the resources that are available from the organization as well as solving possible problems that may emerge in the work context.

R4   Learning to express the acquired knowledge in written form.

R5   Learning to perform a search and selection of information as well as working in teams.

Competencies

Depending on the learning outcomes, the competencies to which the subject contributes are (please score from 1 to 4, being 4 the highest score):

SPECIFIC		Weighting			
		1	2	3	4
CE5	Identifying differences, problems and needs.			x	
CE9	Analyzing and assessing interaction processes, organizational and inter-organizational dynamics and structure.				x
CE10	Identifying organizational and inter-organizational problems and needs.				x
CE11	Analyzing the context in which personal behaviors, group and organizational processes take place.			x	
CE26	Writing oral and written reports.				x
CE29	To know the basic laws of the different psychological processes.			x	

TRANSVERSAL		Weighting			
		1	2	3	4
CT1	Capacity to analyze and synthesize.				x
CT2	Capacity to organize and plan.				x
CT3	Mastering Spanish oral and written communication.				x
CT12	Interpersonal skills.			x	
CT32	Sensitivity to personal, envirnomental and institutional injustices.			x	
CT37	Being able to collect information from other people.			x	

Assessment system for the acquisition of competencies and grading system

In-class teaching

Assessed learning outcomes	Granted percentage	Assessment method
	60,00%	Oral and/or written tests employed in initial, training and/or summative student assessment.
	20,00%	Presentation of practical activities.
	20,00%	Attendance and active participation: lessons, group assignments and tutoring sessions. It will be monitored and registered by the teacher.

Observations

The final evaluation will consist of a multiple-choice theory and practical exam, which will account for 60% of the final grade. Throughout the course, a series of continuous assessment tests, also theoretical-practical, will be administered, accounting for 20% of the final grade. The remaining 20% is based on in-class participation. To pass the course, attendance of at least 40% of classes is required. It is necessary to pass all parts independently to successfully complete the course. The professor may award a "Distinction" (*matrícula de honor*) to students who achieve a final grade of 9 or higher and demonstrate levels of excellence in all competencies and learning outcomes. Students who, due to exceptional circumstances, cannot meet the minimum attendance requirement (40% of classes) will have the right, with prior justification to and authorization from the professor, to a single evaluation. This evaluation will be a written exam where all content and competencies covered during the course will be assessed comprehensively.

Students may use AI to consult on doubts regarding learning activities, for assisted learning (alternative explanations or self-assessment exercises), and to search for alternative resources and references for study. Students may not use AI to record or transcribe, in whole or in part, any activity carried out in the classroom to obtain AI-generated summaries or notes; generate text for assignments related to the activities; present AI-generated work as their own; or provide AI with prompts, practical exercises, or evaluation tests to obtain automated answers. Regarding citation and attribution criteria, if AI is used in any of the activities, it must be cited, specifying in which part of the activity it was used, which AI was used, and for what purpose it was used (e.g., consulting sources, style analysis, expanding knowledge, etc.).

Online teaching

Assessed learning outcomes	Granted percentage	Assessment method

70,00%	Final evaluation consisting of essay questions and hypothetical scenarios.
5,00%	Submitted tasks
25,00%	Attendance and participation in synchronic communication activities.

Observations

Practical activities and assignments must reach an overall grade of at least 5 in order for the whole course to be passed. Similarly, a minimum score of 4 is will be required in order to pass the course. If both, assigments and exam, reach these minimum requirements, the final grade for the course will be calculated as the weighted average between assignments, attendance, and exam. HONORS. As a sign of academic excellence, based on the professor's judgement, and with restrictions on the amount per number of students imposed by the legislation, to those students who have reached a total final grade equal to, or greater than, 9.00 will be awared with the "cum laude" distinction.

Students may use AI to consult on doubts regarding learning activities, for assisted learning (alternative explanations or self-assessment exercises), and to search for alternative resources and references for study. Students may not use AI to record or transcribe, in whole or in part, any activity carried out in the classroom to obtain AI-generated summaries or notes; generate text for assignments related to the activities; present AI-generated work as their own; or provide AI with prompts, practical exercises, or evaluation tests to obtain automated answers. Regarding citation and attribution criteria, if AI is used in any of the activities, it must be cited, specifying in which part of the activity it was used, which AI was used, and for what purpose it was used (e.g., consulting sources, style analysis, expanding knowledge, etc.).

In accordance with the regulations governing the assessment and grading of subjects in force at UCV, the distinction of "Matrícula de Honor" (Honours with Distinction) may be awarded to students who have achieved a grade of 9.0 or higher. The number of "Matrículas de Honor" (Honours with Distinction) may not exceed five percent of the students enrolled in the group for the corresponding academic year, unless the number of enrolled students is fewer than 20, in which case a single "Matrícula de Honor" (Honours with Distinction) may be awarded.
Exceptionally, these distinctions may be assigned globally across different groups of the same subject. Nevertheless, the total number of distinctions awarded will be the same as if they were assigned by group, but they may be distributed among all students based on a common criterion, regardless of the group to which they belong. The criteria for awarding "Matrícula de Honor" (Honours with Distinction) will be determined according to the guidelines stipulated by the professor responsible for the course, as detailed in the "Observations" section of the evaluation system in the course guide.

Learning activities

The following methodologies will be used so that the students can achieve the learning outcomes of the subject:

M1   Teacher presentation of contents, competency analysis, explanation and demonstration of capacities, abilities and knowledge in the classroom (presential modality).

M2   Teacher-supervised groupwork sessions: case studies, diagnostic tests, problems, fieldwork, IT room, visits, data searches, libraries, web, Internet, etc. Building knowledge significantly through interaction and student activities (presential modality).

M3   Supervised monographic sessions with shared participation.

M4   Application of interdisciplinary knowledge.

M6   Personalized attention in small groups. Training and/or orientation period by a teacher aimed at revising and discussing the materials and topics presented in the lessons, seminars, lectures, assignments, etc.

M7   Set of oral and/or written tests employed in initial, training or summative assessment of the student.

M8   Group preparation of readings, essays, problem resolution, seminars, assignments, reports, etc. to be presented or handed in during theory lessons, practical lessons and/or tutoring sessions in small groups. Tasks done on the platform or other virtual spaces.

M9   Students' independent study: individual preparation of readings, essays, problem resolution, seminars, assignments, reports, etc. to be presented or handed in during theory lessons, practical lessons and /or small-group tutoring sessions. Tasks on the platform or other virtual spaces.

M10   Training activities related with the competencies that the student must acquire throughout the module.

M11   Teacher presentation of contents, competencies analysis, explanation and demonstration of capacities, abilities and knowledge on the virtual classroom.

M12   Group work sessions via chat moderated by the teacher. Case studies –both real and fictional– aimed at building knowledge through interaction and students' activities. Critical analysis of values and social commitment.

M13   Monographic sessions throughout the course, focused on current aspects and applications of the subject.

M14   Set of oral and/or written tests employed in initial, training or summative assessment of the student.

M15   Student's individual study: individual preparation of readings, essays, problem resolution, seminars, assignments, reports, etc. to be discussed or turned in in electronic format.

M16   Individualized attention for the monitoring and orientation in the learning process, performed by a tutor in order to revise and discuss the materials and topics, seminars, readings and assignments, etc.

M17   Group preparation of readings, essays, problem resolution, seminars, assignments, reports, etc. to be discussed or handed in.

M18   Participation and contributions to discussion forums related to the subject and moderated by the module's teacher.

M19   Problem resolution, comments, reports to be handed in according to the deadlines throughout the course.

IN-CLASS LEARNING

IN-CLASS LEARNING ACTIVITIES

	LEARNING OUTCOMES	HOURS	ECTS
ON-CAMPUS CLASS Teacher presentation of contents, analysis of competences, explanation and in-class display of skills, abilities and knowledge. M1, M2, M6	R1, R2, R3	37,50	1,50
PRACTICAL CLASSES Group work sessions supervised by the professor. Case studies, diagnostic tests, problems, field work, computer room, visits, data search, libraries, on-line, Internet, etc. Meaningful construction of knowledge through interaction and student activity. M2, M6	R1, R2, R3, R4, R5	10,00	0,40
SEMINAR Supervised monographic sessions with shared participation. M1	R1	2,50	0,10
GROUP WORK EXHIBITION Application of multidisciplinary knowledge. M2, M6	R1, R2, R5	5,00	0,20
OFFICE ASSISTANCE Personalized and small group attention. Period of instruction and/or orientation carried out by a tutor to review and discuss materials and topics presented in classes, seminars, papers, etc. M1, M6	R1, R2, R3, R4, R5	2,50	0,10
ASSESSMENT Set of oral and/or written tests used in initial, formative or additive assessment of the student. M7	R1, R2, R3, R4	2,50	0,10
TOTAL		**60,00**	**2,40**

LEARNING ACTIVITIES OF AUTONOMOUS WORK

	LEARNING OUTCOMES	HOURS	ECTS
GROUP WORK Group preparation of readings, essays, problem solving, seminars, papers, reports, etc. to be presented or submitted in theoretical lectures, practical and/or small-group tutoring sessions. Work done on the university e-learning platform M7	R2, R4, R5	45,00	1,80
INDEPENDENT WORK Student study: Individual preparation of readings, essays, problem solving, seminars, papers, reports, etc. to be presented or submitted in theoretical lectures, practical and/or small-group tutoring sessions. Work done on the university e-learning platform. M7	R1, R2, R4	45,00	1,80
TOTAL		**90,00**	**3,60**

ON-LINE LEARNING

SYNCHRONOUS LEARNING ACTIVITIES

	LEARNING OUTCOMES	HOURS	ECTS
Virtual session (distance learning) M11	R1, R2, R3	37,50	1,50
Virtual practical session (distance learning) M12, M17, M19	R1, R2, R3, R4, R5	10,00	0,40
Seminar and virtual videoconference (distance learning) M11	R1	2,50	0,10
In-person or virtual assessment (distance learning) M14	R1, R2, R3, R4	2,50	0,10
Individual tutoring sessions (distance learning) M16	R1, R2, R3, R4, R5	2,50	0,10
Discussion forums (distance learning) M18	R2, R3, R5	2,50	0,10
Continuous assessment activities (distance learning) M14	R2, R3, R4, R5	2,50	0,10
TOTAL		**60,00**	**2,40**

ASYNCHRONOUS LEARNING ACTIVITIES

	LEARNING OUTCOMES	HOURS	ECTS
Individual work activities (distance learning) M14, M15	R2, R3, R4, R5	45,00	1,80
Teamwork (distance learning) M12, M17, M19	R2, R3, R4, R5	45,00	1,80
TOTAL		**90,00**	**3,60**

Description of the contents

Description of the necessary contents to acquire the learning outcomes.

Theoretical contents:

Content block	Contents
BLOCK 1 - WORK PSYCHOLOGY	TOPIC 1. INTRODUCTION TO THE PSYCHOLOGY OF WORK TOPIC 2. MEANING OF WORK AND LABOR VALUES UNIT 3. THE STUDY OF WORK: WORK ACTIVITY AND PERFORMANCE TOPIC 4. LABOR MOTIVATION TOPIC 5. JOB SATISFACTION TOPIC 6. WORK STRESS: MOBBING, SEXUAL HARASSMENT AND BURNOUT
BLOCK 2 - HUMAN RESOURCES PSYCHOLOGY	TOPIC 7. INTRODUCTION TO HUMAN RESOURCES UNIT 8. JOB ANALYSIS AND DESIGN TOPIC 9. HUMAN RESOURCES PLANNING UNIT 10. RECRUITMENT AND SELECTION OF PERSONNEL TOPIC 11. REMUNERATION AND COMPENSATION UNIT 12. DEVELOPMENT PROCESS AND SUBSTRATES. TOPIC 13. WORK CLIMATE AND INTERNAL COMMUNICATION TOPIC 14. PAYROLL AND SOCIAL INSURANCE

Temporary organization of learning:

Block of content	Number of sessions	Hours
BLOCK 1 - WORK PSYCHOLOGY	15,00	30,00
BLOCK 2 - HUMAN RESOURCES PSYCHOLOGY	15,00	30,00

References

BASIC:De la Calle, M.C. and Ortiz, M. (2004). Fundamentals of Human Resources. Madrid: PrenticeHall.Gómez-Mejia, L.R .; Balkin, D.B. and Cardy, R.L. (2016). Human resources management.Pearson.Peiró, J. M. and Prieto, F. (Eds.) (2014): Treaty of Work Psychology, vol. I. The activitywork in context. Madrid: Synthesis.Peiró, J. M. and Prieto, F. (Eds.) (2014): Treaty of Work Psychology, vol. II. Aspectspsychosocial work. Madrid: Synthesis.Puchol, L. (2007). Management and human resources management. ESIC.COMPLEMENTARY:Alcover de la Hera, CM. (2005). Introduction to Work Psychology. Ed. MacGraw-Hill.Fernández Rios, M. and Sánchez, J. C. (1997). Organizational Psychology Practice Manual.Amarú.Gil-Monte, P. (2011). The syndrome of being burned by work (burnout): professional groups ofrisk. PyramidMuchinsky, P. (2004). Psychology applied to work. Auditorium.Osca, A. (2004). Psychology of work and organizations. Ed. Sanz and Torres.Osca, A. (2004). Work and Organization Psychology Practices. Ed. Sanz andTowers.Rodríguez, A., Zarco, V. and González González, J.M. (2009). Work Psychology. Madrid:Pyramid.Trechera, J. L. (2003). Introduction to the psychology of work. Desclée de Brouwer.