

Academic Year: ( 2023 / 2024 )

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Department assigned to the subject: Social Analysis Department

Coordinating teacher: AGULLO TOMAS, MARIA SILVERIA

Type: Basic Core ECTS Credits : 6.0

Year : 2 Semester : 1

Branch of knowledge: Social Sciences and Law

## OBJECTIVES

- Instrumentals: to develop the capacity of analysis and synthesis
- Personal and systemic: to assume the importance of the team interdisciplinary work; self-critical reasoning; motivation for the quality
- Others: aptitude to relate knowledge of Work Psychology to related matters in the area of the Labor sciences
- introductory knowledge of the approaches, problems and methodologies of the discipline of Work Psychology, in his slopes professional and scientific.
- development of the practical applications of the above mentioned discipline in the field of the Human Resources.

## DESCRIPTION OF CONTENTS: PROGRAMME

- ¿ General and Work Psychology
- ¿ Methods in Work Psychology
- ¿ Individual differences at work
- ¿ Work motivation, satisfaction and performance
- ¿ Psychosociology of work

## LEARNING ACTIVITIES AND METHODOLOGY

In coherence with the mentioned objectives and competences, the teaching-learning methodology is participatory, continuous and open. Some of the training activities will be:

Practical exercises: Acquisition of competences of the Degree in the field of Work Psychology.

Practice of the Course: Acquisition of competences in the field of Work Psychology and the management of Human Resources.

Discussion and presentation of the basic contents: Conference, followed by discussion. Acquisition of basic scientific and technical knowledge in this field.

In the terms established by university regulations, in this subject it is not possible to use mobile phones during the course of the class. Likewise, electronic devices of any type, including computers, must be turned off, unless the teacher expressly allows the use of some of them in specific situations and for academic purposes.

## ASSESSMENT SYSTEM

<b>% end-of-term-examination/test:</b>	60
<b>% of continuous assessment (assignments, laboratory, practicals...):</b>	40

The criteria of evaluation are based principally in:

- Evaluation of the knowledge by means of examinations and exercises.
- Evaluation of the professional competitions by means of exercises and practical tests: discussion of cases, simulations, etc.

<b>% end-of-term-examination/test:</b>	60
<b>% of continuous assessment (assignments, laboratory, practicals...):</b>	40

To pass the subject it is required to get a "pass" in the final examination.

The assessment criteria for the Extraordinary Exam are the same that the ones used in the Ordinary, in accordance with the general regulation of the University for such Exams.

Continuous Assessment .- In accordance with the overall size of the group, the complementary activities will take place during the following weeks (approximate): one and seven (first group); two and eight (second group); three and nine (fourth group); four and ten (fifth group); five and eleven (sixth group); and six and twelve (seventh group).

#### BASIC BIBLIOGRAPHY

- AGULLÓ, E. y OVEJERO, A. (coord.). Trabajo, individuo y sociedad, Pirámide.
- DAFT, R. Y STEERS, R. Organizaciones: el comportamiento del individuo y de los grupos humanos, Limusa.
- MUCHINSKY, P. Psicología Aplicada al Trabajo, DDB.

#### ADDITIONAL BIBLIOGRAPHY

- GUILLÉN, C. y GUIL, R. Psicología del Trabajo para Relaciones Laborales, McGraw-Hill.
- MORÁN, C. Psicología del trabajo: nociones introductorias., Aljibe.