**SYLLABUS**

**regarding the qualification cycle FROM 2024TO 2025**

1.Basic Course/Module Information

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| --- | --- |
| Course/Module title | *Work and organizational psychology* |
| Course/Module code \* |  |
| Faculty (name of the unit offering the field of study) | *College of Social Sciences* |
| Name of the unit running the course | *Institute of Psychology* |
| Field of study | *Education, Sociology, Psychology* |
| Qualification level  | *BA, MA, PhD* |
| Profile |  |
| Study mode | *Full-time* |
| Year and semester of studies | *2024/2025 – winter semester* |
| Course type |  |
| Language of instruction | *English* |
| Coordinator |  |
| Course instructor | *Anna Wołpiuk - Ochocińska, PhD* |

\* - as agreed at the faculty

1.1.Learning format – number of hours and ECTS credits

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Semester(n0.) | Lectures | Classes | Colloquia | Lab classes | Seminars | Practical classes | Internships | others | **ECTS credits**  |
|  | 15 |  |  |  |  |  |  |  | 3 |

1.2. Course delivery methods

- *conducted in a traditional way*

1.3. Course/Module assessment (exam, pass with a grade, pass without a grade)

* *pass with a grade*

2.Prerequisites

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| Intermediate- advanced English proficiency and the ability to use information technology (IT) proficiently are required**.**  |

3.Objectives, Learning Outcomes, Course Content, and Instructional Methods

This module will introduce students to current research and how to apply it to the real world. Students should leave with a general knowledge of work and organizational psychology, specially with a knowledge about employee psychological functioning at work.

3.1.Course/Module objectives

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| --- | --- |
| O1 | *Getting acquainted with the basic terminology: work psychology, work place, motivation, commitment to organization, engagement, stress* |
| O2 | *Acquiring the skill of using the mechanisms of motivating and engaging employees to work* |
| O3 | *Acquiring the skill of using knowledge to explain the world of work around, help employees dealing with work stress*  |

3.2.Course/Module Learning Outcomes (to be completed by the coordinator)

|  |  |  |
| --- | --- | --- |
| Learning Outcome | The description of the learning outcome defined for the course/module | Relation to the degree programme outcomes |
| LO\_01 | The student will build a knowledge-base of how to properly support the development of personality of the employeed and prevent main work problems. | K\_W |
| LO\_02 | Students will demonstrate knowledge of a general background in the main content areas of work and organizational psychology | K\_W |
| LO\_o3 | Students will apply theoretical psychological knowledge in resolving basic workplace issues  | K\_U0 |
| LO\_o4 | Students will manifest disposition for independent learning process and work organization in work psychology area. | K\_U |

**3.3. Course content (to be completed by the coordinator)**

Lectures, classes, tutorials/seminars, practical classes

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| Content outline1. What is work and organizational psychology?
2. Main schools and directions in occupational psychology.
3. Functions of human work.
4. Work. New forms of work, Consequences for human mental health.
5. Pathologies in the workplace. Difficult situations and stress at work. Burnout
6. Pathologies in the workplace. Mobbing.
7. Pathologies in the workplace. Unethical behavior at work.
8. Employee involvement and building commitment - creating a strategy to build employee trust in the company.
9. Determinants of organizational behavior - the individual in the workplace.
10. Motivation at work
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3.4.Methods of Instruction

e.g.

*Lecture: a problem-solving lecture/a lecture supported by a multimedia presentation/ distance learning*

*Classes: text analysis and discussion/project work (research project, implementation project, practical project)/ group work (problem solving, case study, discussion)/didactic games/ distance learning*

Lecture, discussion, didactic film, reading assignments, quizzes, demonstrations, case studies etc

4. Assessment techniques and criteria

4.1 Methods of evaluating learning outcomes

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| --- | --- | --- |
| Learning outcome | Methods of assessment of learning outcomes (e.g. test, oral exam, written exam, project, report, observation during classes) | Learning format (lectures, classes,…) |
| **LO\_01** | Test, group work reports & discussion, observation | lectures, classes |
| **LO\_o2** | Test, group work reports & discussion, observation | lectures, classes |
| **LO\_o3** | Test, group work reports & discussion, observation | lectures, classes |
| **LO\_o4** | Test, group work reports & discussion, observation | lectures, classes |

4.2 Course assessment criteria

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| --- |
| Success in this course depends on attending class regularly, actively participating in class, and taking thorough notes. **Final test:** There will be an exam at the end (test: multiple choice, true/false and open cloze)The exam will cover the text and lecture material0-50% - 2.0 50-59%-3.0 60-69% -3.570-79%-4.0 80-89% - 4.5 90-100%-5.0 Extra points might be administred for outstanding active participation in classes and presentations |

5. Total student workload needed to achieve the intended learning outcomes

– number of hours and ECTS credits

|  |  |
| --- | --- |
| Activity | Number of hours |
| Scheduled course contact hours | 15 |
| Other contact hours involving the teacher (consultation hours, examinations) | 5 |
| Non-contact hours - student's own work (collected material and preparation for classes) | 30 |
| Non-contact hours - student's own work: on the basis of the collected material to prepare to a final test. | 25 |
| Total number of hours | 75 |
| Total number of ECTS credits | 3 |

\* One ECTS point corresponds to 25-30 hours of total student workload

6. Internships related to the course/module

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| --- | --- |
| Number of hours | *Not required* |
| Internship regulations and procedures | *Not required* |

7. Instructional materials

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| The primary readings are a text and a recent book that summarizes and applies research on the science of learning. Multiple copies of the textbook, *Educational Psychology*, are available in the DIS library. In addition, we will read several articles and book chapters, as listed below and available on Canvas.**Books:**Chmiel, N.; Fraccaroli, F.; Sverke, M. (2017). **An introduction to work and organizational psychology : an international perspective , Wiley**Rothmann, S, Cooper, C. L. (2022). Work and Organizational Psychology (Topics in Applied Psychology) 3rd Edition, UK Arnold, J. (2016). Work Psychology: Understanding Human Behaviour in the Workplace 6th Edition, Pearson Ed.**Articles and book chapters:*** Bano, S. & Malik, S. (2013). Impact of Workplace Bullying on Organizational Outcome. Pakistan Journal of Commerce and Social Science, 618–627.
* Bilgel, N. & Aytac, S. & Bayram, N. (2006). Bullying in Turkish white-collar workers. Occupational Medicine, 56(4), 226–231.
* Evangelia Demerouti, Arnold B. Bakker, Maria C.W. Peeters & Kimberley Breevaart (2021) New directions in burnout research, European Journal of Work and Organizational Psychology, 30:5, 686-691, DOI: [10.1080/1359432X.2021.1979962](https://doi.org/10.1080/1359432X.2021.1979962)
* Murphy, S. V. (2013). Perceptions of Bullying in the Workplace: A Phenomenological Study. ProQuest. (online). Available at: <http://search.proquest.com/docview/1372292007/C2A6BF0DA044D2BPQ/1?accountid=49351>
* Banihani, M., Lewis, P., & Syed, J. (2013). Is work engagement gendered?. Gender in Management: An International Journal, 28(7), 400-423.
* Jyoti, J. (2022). Fun at workplace and intention to leave: role of work engagement and group cohesion. *International Journal of Contemporary Hospitality Management*, *34*(2), 782-807.
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Approved by the Head of the Department or an authorised person