

WINTER SCHOOLS (JOINT INTENSIVE LEARNING UNIT)
ORGANIZATIONAL AND PERSONNEL

(2nd edition, 2nd academic year; November 2008-March 2009)

For the next academic year, our master program organises and implements two winter schools: “organizational psychology” / “personnel psychology” as a part of the study program of the second year. Each student of the Master will take part in one of these winter schools. The Coordinating Committee will distribute the students of the Master in one of these two winter schools taking into account the student’s preferences as much as possible, but aiming at the same time a similar number of participants in each Winter School. As it is described in the section devoted to the Winter School in the web page of the master each Winter School involves three stages:

1. Preparation stage (4 ECTS of workload). Tasks involved in this stage are reading articles from journals and book chapters about the state of the art of the area (organizational / personnel); search and reading articles and book chapters that differentiate European organizational / personnel Psychology from that in other parts of the world; read international newspapers building a collection of articles that document important factors in the European organizations and human resource policies. Some other activities that the teaching staff can formulate. This part of the winter school will be supported by appropriate technology for distance learning.
2. Internship stage (3 ECTS of workload). Both Winter School require a 2-week internship in Barcelona (from 23rd February 2009 to 7th March 2009). This internship includes lectures focused on three areas:
 - a) the state of the art with the emphasis in one winter school on organizational psychology and in the other on personnel psychology;
 - b) contextual issues in Europe (e.g., globalization,...); and
 - c) training in the methodology of design and intervention.

Each participant will work in a group on a specific design / intervention problem, starting from the description problem, using the methodology of design, and taking into account the European contextual factors identified previously by students (stage 1).

3. Homework after the internship (3 ECTS of workload). Each student will prepare a paper (3000 – 4000 words), describing a important labour and organizational issue in Europe and explaining how organizational / personnel psychology can help to clarify and solve this issue. The student is forced to integrate aspects considered in the stages 1 and 2.

At this moment, we are in the process of inviting international teaching staff and, on the basis of that, the topics will be further specified in due time. Well-consolidated topics (e.g., health promotion and risk prevention in organizations in the WS of organizational psychology or personnel selection, in the WS of personnel psychology) will be considered. In any case, the emphasis will be more on the European perspectives and on the methodology of design than on the specific topic.

MAIN FOCUS OF THE WS

Every WS will focus mainly on three issues in the field of study to which it is devoted (ORGANIZATIONAL PSYCHOLOGY OR PERSONNEL PSYCHOLOGY)

- 1) State of the art of some important topics of the field of study paying special attention to the European perspectives in a global world (OP/ PP)
- 2) Important contextual issues to be taken into consideration by OP or by PP (e.g. globalization, migration, welfare state, technology, flexibility, etc.)
- 3) Methodology of design and intervention.

MAIN CONTENTS AND ACTIVITIES IN BOTH WS

(1st stage) State-of the-art assignment. In order to work on the state of the art of relevant research and intervention areas on OP or PP the students will read assigned and self-selected journal articles and book chapters that give a view of the state of the art in the area. They will also search and read some articles/book chapters that differentiate European OP or PP from that in other parts of the world. The students will also exchange information from their own work with others students of the same WS.

(1st stage) Study of the context assignment. In order to prepare the study of the context the students will read the national and international newspapers (e.g. Financial Times) and build a collection of articles that document important factors impinging on European Organizations today. They will write a short paper that lists and summarizes the factors that have identified. The students will also exchange information from their own work with others students of the same WS.

(1st stage) Other activities. When the teaching staff will be totally appointed, the final program will be finalized and then other activities may be requested by the staff as for preparation of the learning/teaching activities during the internship stage.

(2nd stage) Lectures and discussion sessions will be organized on the topics of the WS (e.g. the state-of-the art, European focus, contextual factors design methodology, etc.)

(2nd stage) Workshop on development of an intervention. One 3-4 hours workshop will be carried on during the internship phase on the development of one intervention in a well-consolidated area (e.g., health promotion and risk prevention in organizations in OP-WS or personnel selection, in PP-WS)

(2nd stage) Case study and group project. During the internship stage the students will work in a group of students (from different home universities) on a specific design/intervention problem (case study), in the area of OP or PP applying the methodology and starting from the problem description, and taking into account the contextual factors that they have identified and that will have been presented in the lectures.

(2nd stage) Delivery of the group project. A 30 page document with the description of the approach and proposed solution will have to be presented (with the support of a power point) to the whole group. The work of the groups will be discussed, compared and rated.

(3rd stage). Assignment. Every group of students will have to use the electronic platform to develop a *common paper* (max 4000 words) that make proposals and suggestions to the European Commission on

how OP or PP can help to clarify and solve important labour and organizational issues in Europe. This should be accompanied by a 200 word *press release*.



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