Block 9: Methodology, Intervention.

One of the objectives of the master is to provide the students with a sound preparation in both theoretical knowledge and skills in the three main fields of the discipline (work, organization and personnel psychology) that makes them able to plan, implement, monitor and evaluate changes and interventions in those fields. This course is focused in the use of basic intervention techniques and in the process of intervention evaluation.

Course: Basic intervention techniques and intervention evaluation.
UNIVERSITY: Valencia, Barcelona, and Coimbra.
ECTS: 4

Contents:

1. Introduction to intervention-action models.
2. Group work techniques as intervention methods.
3. Interviews as intervention methods.
4. Evaluation of interventions in WOP-P: concepts, types, and approaches.
5. The evaluation process.
6. Designs for the evaluation of interventions in WOP-P.
7. Gathering data procedures. Test and questionnaire construction. Observation.
8. Data analysis procedures.
9. Results communication.

Didactics:

In order to attain the proposed learning objectives, a number of didactic strategies will be used:

- Oral presentations by the instructor.
- Individual and team problem resolution.
- Role-playing.
- Guided exercises.
- Computer demonstrations.
- Computer exercises.
- Analysis of published papers in which interventions are assessed.

Teaching materials and readings:

- Fitz-Gibbon, & Morris, L.L. (1987). How to design a program evaluation. Newbury Park, CA: Sage.

- Griffiths A. (1999). Organizational interventions: facing the limits of the natural science paradigm. Scand J Work Environ Health, 25, 589-96.
- Posavac, E. J. (1992). Program evaluation: methods and case studies. Englewood Cliffs, NJ: Prentice Hall
- West, M. (1994). Effective teamwork. Leicester: BPS.