

Block 6: Work, Intervention.

In the ENOP reference model, this course focuses on the technological or intervention area of the model, which aims at changing reality, providing the students with theoretical knowledge and skills that make them able to plan, implement, monitor and evaluate changes and interventions in order to improve behaviours, situations, and psychosocial processes in the field of work.

Course: Intervention in Work Psychology.

UNIVERSITY: Valencia, Barcelona, and Coimbra.

ECTS: 4

Contents:

The present course will present theories and skills of intervention in the following fields:

1. Work design: sociotechnics, humanization of work, quality of works and ergonomics.
2. Job and task design. Improvement of work methods and tools, work time arrangements and work teams.
3. Strategies and methods for psychosocial risk prevention.
4. Occupational guidance and orientation, skills training and competence development...

Didactics:

Didactic methods that will be used to improve knowledge are: lecture & questions, demonstrations, audiovisual methods, computer demonstrations, practitioner's report / guest lecture, and student reading.

Didactic methods that will be used to improve skills are: exercises (use of technique or tool), computer exercises, simulation or role playing, student assignments, student group assignments, and case studies.

Finally, in order to improve both knowledge and skills, the following didactic methods could be used: discussion meeting, small group discussion, student oral presentation, student paper, and site visit or excursion.

- Case study to analyze different strategies of work design
- Students in groups will develop an integrated programme for psychosocial risk prevention.

Teaching materials and readings:

- Axtell C., Pepper, K., Clegg. C., Wall, T., & Gardner, P. (2001) Designing and evaluating new ways of working: the application of some socio-technical tools. *Human Factors and Ergonomics in Manufacturing*. 11, pp.1- 18
- B.O.E. nº 269, de 10 de noviembre de 1995. Ley de Prevención de Riesgos Laborales. Ley 31/1995, de 8 de noviembre.
- Oeij, P. & Wiezer, N. (2002) New work organisation, working conditions and quality of work: towards the flexible firm? European Foundation for the improvement of living and working conditions. Available at <http://www.eurofound.eu.int/publications/files/EF0274EN.pdf>

- Parker, S.K. & Wall, T.D. (2001) Work design: Learning from the past and mapping a new terrain. In N. Anderson, D. S. Ones, H. K. Sinangil & C. Viswesvaran (Eds.) Handbook of Industrial, Work and Organizational Psychology, Vol. 1 Personnel psychology (pp.90-109). London: Sage
- Peiró J.M. y Bravo, M. J. (1999) Factores psicosociales en la prevención de riesgos laborales: oportunidades y retos para la Psicología del Trabajo y de las Organizaciones. Revista de Psicología del Trabajo y de las Organizaciones, 15, 2, 137-146.
- Peiró, J. M. (1999). Valoración de riesgos psicosociales y estrategias de prevención: el modelo AMIGO como base de la metodología Prevenla/Psicosocial. Revista de Psicología del Trabajo y de las Organizaciones, 15, 2, 267-314.
- Portal temático de ergonomía y psicología del trabajo. <http://www.mtas.es/insht/psier/index.htm> Ministerio de Trabajo y Asuntos Sociales. En esta web se pueden descargar las Notas Técnicas y Prácticas de Prevención.