

RITA BERGER

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Degree:

PhD in Industrial Psychology at the University Ludwig Maximilian of Munich at the Institute of Max Planck of Psychiatry, Department of Experimental Psychology in Munich, Germany (1989)

Position in the University:

Full professor of Work and Organizational Psychology at the University of Barcelona, Department of Social Psychology, Faculty of Psychology (since 2006)
Subject: Organizational Psychology.

Teaching experiences

-In pre-graduate:

Human Resource Management at the European University Munich, Germany (2001 – 2003)
Organizational Psychology in Psychology studies (since 2002).

-In post-graduate:

Organizational Behavior at the European Basel Business College, Switzerland (2003 – 2005)
Organizational Structure and Processes Master Erasmus Mundus at the University of Barcelona (since 2006)

Research

Member of the Research Unit: ASH (Human System Audit) of the University of Barcelona (since 2002)

Member of the Research Group PSICOSAO (Grup de Recerca en Psicologia Social, Ambiental i Organitzacional) of the University of Barcelona

- Selected research projects

Organisations- und Qualifizierungsmanagement in Kfz-Werkstätten"(Organizational and training management in car repair workshops). Leonardo da Vinci Program, GD XX Youth and Culture, European Commission (1995-1998)

Training for the Learning Organization. ADAPT program (European Social Fund), European Commission and the Land of Bavaria (1996-2000)

Management Business Administration Toolbox (MBA Toolbox), ESPRIT II Frame Program, European Commission (1996-1997)

Business Development and Analysis Tools (BDA Tools),), ESPRIT II Frame Program, European Commission (1997-1999)

HRM Workbench – A Human Resource Management Workbench for SME. Innovation Program, European Commission (2001-2002)

SIMON-Situative Lernmodule für produktionsnahe Führungskräfte (Situational learning modules for executives closely related to production) Leonardo da Vinci Program, GD XX Youth and Culture, European Commission (2002-2004)

Human System Audit for the Health Care Sector (HSA). Leonardo da Vinci Program, GD XX Youth and Culture, European Commission (2004-2007)

Type in Law (Type of Learning Situations at work) Leonardo da Vinci Program, GD XX Youth and Culture, European Commission (2004 - 2006).

- Publications

Quijano, S., Navarro, J., Yepes, M., Berger, R., Romeo, M. (2008): La Auditoría del Sistema Humano (ASH) para el análisis del comportamiento humano en las organizaciones. Papeles del Psicólogo, 29 (1), 92-106

Berger, R.; Yepes, M., Quijano, S., Bracamonte, G. (2005): Dirección y Liderazgo: ¿Constructos distintos? Psicología Social y Problemas Sociales 4 - Psicología de las Organizaciones, del Trabajo y Recursos Humanos y de la Salud, 213-219

Gidion, G., Berger, R. (2004): Auswirkungen der Veränderungen in der Erwerbsarbeit auf die berufliche Bildung. Handbuch der Aus- und Weiterbildung. Wolters Kluwer, 1-24

Berger, R. (2003): Nuevas formas de organización de trabajo y sus relaciones con el proceso de mejora – un estudio de caso. Encuentros en Psicología Social I (1), 16-19.

Professional activities

Specialist for Industrial Psychology: BMW AG, Department for Human Factors (1988)

Specialist for Human Resource Management: BMW AG, Department for Human Resources (1989)

Senior manager and consultant in the field of Organisational Development and Change Development: Advanced Consulting for Human Factors and Social Systems ASS: management of diverse international projects in the frame of European Commission programs like Force, Leonardo, Adapt, Esprit, Innovation etc. (1989-2006)

- Organization of European Workshops and Reviews in the frame of the European Framework Program

- Contracts

with Asociación Multisectorial de Empresas Españolas de Electrónica y Comunicaciones ASIMELEC, General Cable Spain, European Commission, Fraunhofer Institute for Industrial Engineering IAO (Germany),

- Member of Scientific Societies:

Bund Deutscher Psychologen BDP (Association of German Psychologists)

European Association of Work and Organizational Psychology (EAWOP)

Roles in Administration and Committees

- Member of Research Groups

Research Group for Environmental and Organizational Psychology of the University of Barcelona PSICOSAO

Col·lectiu d'Investigadors en Formació Ocupacional CIFO (Research Group for Vocational Training) of the Autonomous University of Barcelona).