

**COURSE DATA****DATA SUBJECT****Code:** 33309**Name:** Social psychology of work**Cycle:** Undergraduate Studies**ECTS Credits:** 6**Academic year:** 2025-26**STUDY (S)**

Degree	Center	Acad. year	Period
1319 - Degree in Psychology	Facultat de Psicologia i Logopèdia	2	First quarter

**SUBJECT-MATTER**

Degree	Subject-matter	Character
1319 - Degree in Psychology	Social psychology of work	COMPULSORY

**COORDINATION**

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**SUMMARY**

Social Psychology of Work is a compulsory lecture included in the first semester of second academic year at the Degree in Psychology, with 6 ECTS.

This matter follows the ENOP (European Network of Organizational Psychology), which describes the contents, methods and minimum requirements for the professional training in Work, Organization and Personnel Psychology in Europe. Social Psychology of Work studies the activity of workers, who individually or in a collective manner perform the tasks derived from the work processes that take place in modern organizations.

The matter aims to provide students the theoretical knowledge and the abilities required to interpreting, measuring, explaining and diagnosing the main processes related with labor activities. Contents of Social Psychology of Work are closely related with those of Organizational Psychology, included in the third academic year at the Degree in Psychology. Their contents are complemented with those of the following optional lectures: Human Resources Psychology (Personnel Psychology), Social Psychology of Organizational Change and Development, and Economic and Consumer Psychology, inside the mention in Work, Organizations and Personnel Psychology.

**PREVIOUS KNOWLEDGE**



## RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

There are no specified enrollment restrictions with other subjects of the curriculum.

## OTHER REQUIREMENTS

It is advisable to have knowledge of Social Psychology (I & II) and Statistics.

## COMPETENCES / LEARNING OUTCOMES

### 1319 - Degree in Psychology

Be able to describe and measure the psychosocial variables involved in work and the processes of group interaction.

Be able to identify differences, problems and needs.

Be able to prepare oral and written reports.

Know how to analyse and interpret the results of assessment.

Know the main theories about work and the basic psychological processes of the work activity.

Know the personal, gender, group and context factors that influence the work activity.

## DESCRIPTION OF CONTENTS

### 1. Psychological approach to studying work in a changing environment

- Definition and delimitation of the Work and Organizational Psychology
- Work as a social phenomenon and human activity.
- Psychological approach to the study of work
- Transformations in the socio-economic environment and the labor market.
- Technological advances and transformations: influence on the content, design and study of work and working activities
- Changes at work and their implications for work activity.

### 2. Work socialization and the meaning of work.

- The concept of work.
- Psychosocial functions of work.
- Work socialization. Socialization tactics
- Concept of meaning of work.
- Centrality and importance of work.



- Societal norms and beliefs about work.
- Work values.

### 3. Work design: Jobs and roles

- Tasks, positions, roles, and occupations: conceptual delimitation.
- The study of tasks and jobs.
- The study of roles.
- Performance: conceptual delimitation.
- Role and extra-role behaviors.

### 4. Work motivation

- Introduction: Work activity as motivated behavior.
- Motivating aspects of work: work environment and work content.
- Motivational constructs of work related to work activity.
- Main theories of work motivation.

### 5. Job satisfaction

- Job satisfaction. Definition and theoretical delimitation.
- Models and theories on job satisfaction.

### 6. Team work

- The concept of working group. Group and collective task.
- The concept of team work.
- Group processes.
- Group effectiveness.

### 7. Stress and health at work

- Conceptual delimitation of stress and interpretive models.
- Coping with work stress.
- Conceptual delimitation of the burnout syndrome and explanatory models.
- Organizational intervention for the prevention and management of work stress.

## WORKLOAD

## PRESENCIAL ACTIVITIES

Activity	Hours
Theoretical and practical classes	60,00



<b>Total hours</b>	<b>60,00</b>
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## NON PRESENCIAL ACTIVITIES

<b>Activity</b>	<b>Hours</b>
Attendance at other activities	0,00
Individual or group project	30,00
Independent study and work	25,00
Preparation of lessons	0,00
Preparation for assessment activities	35,00
Resolution of case studies	0,00
<b>Total hours</b>	<b>90,00</b>

## TEACHING METHODOLOGY

The teaching methodology includes presentations by the teacher, exercises, case studies, presentation of reports, realization of practical work, discussions and debates in class, and other teaching activities that may be proposed by the teaching staff.

The involvement and active participation of the student in the learning process is required.

The evaluation requires the completion of the activities proposed in class, the completion of reports and passing a written knowledge test.

The use of mobile phones, tablets and personal computers should be limited to the activities related with this course, following the methodology established by the lecturer.

## EVALUATION

The assessment of this course will be developed through the following criteria and methods:

-Assessment of theoretical and practical contents from the course, through written exams (test or short questions). Results from these exams or tests will weigh the 60% of the final grade.

- Development and oral or written presentation of two reports, practical assignments of qualitative or quantitative studies. Results from these assignments will weigh the 20% of the final grade. Part of these activities will be developed during the classroom sessions (practical and experiential front-teaching methodology), and address specific competencies directly related with the contents of the subject, thus they cannot be delivered on second examination period. Students must attend the classes to receive this part of the grade. To be accounted for in the evaluation, the student must attend the face-to-face part of them (except for force majeure). If absences exceed a third of these sessions, they will not be considered in the evaluation.

- Active participation and elaboration of practical activities developed during the front-teaching sessions along the course. This part will weigh the 20% of the final grade. These activities will be developed during the classroom sessions (practical and experiential front-teaching methodology), and address specific competencies directly related with the contents of the subject, thus they cannot be delivered on second examination period. Students must attend the classes to receive this part of the grade. To be accounted for in the evaluation, the student must attend the face-



to-face part of them. If absences exceed a third of these sessions, they will not be considered in the evaluation.

Requirements to pass the course:

- Achieve at least a 5 points out of 10 on the exam. If the exam grade is lower, the grade of the activities and reports will not be added, and the student will have to go to the second examination period.

- The sum of all parts must be at least 5 points out of 10.

- On second examination period, the student can only make up the exam. The exam follows the same criteria as in the first examination period. If at least a 5 out of 10 is obtained, the grade previously obtained in the reports and activities will be added.

To be awarded with honors, students must have a minimum grade of 9.5. From this grade, the decision to award with honors will depend on the teacher based on the work done throughout the course.

The use de AI or other technological support tools in the different assignments in this course should be properly justified in an Annex. Using such technological tools without its adequate justificantion will automaticly lead to failing this assignment.

Plagiarism in one or more of the activities, reports or exams (individual or in group) developed by the student will automatically lead to failing this course for the author/s. Fraud practices will be confronted with the Protocol for fraud practices form the University of Valencia (ACGUV 123/2020):

<https://www.uv.es/sgeneral/Protocols/C83sp.pdf>.

In case of advancement of evaluation for finishing the grade, the matter assessment will consist in the corresponding exam and the elaboration of practical reports established by the teacher.

Marks in this matter are subject to University Rules (Reglament d'Avaluació i Qualificació de la Universitat de València per a títols de Grau i Màster, ACGUV 108/2017 de 30 de maig de 2017):

[http://www.uv.es/graus/normatives/2017\\_108\\_reglament\\_avaluacio\\_qualificacio.pdf](http://www.uv.es/graus/normatives/2017_108_reglament_avaluacio_qualificacio.pdf)

For claims and appeals from qualifications, University Rules, and usual procedures disposed by University of Valencia will be of application.

## REFERENCES

### Basic references:

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- Gil-Monte, P.R. (Coord.) (2014), *Manual de Psicociología aplicada al trabajo y a la prevención de los riesgos laborales*. Pirámide.
- Gil-Monte, P. R. y Prado-Gascó, V. J. (2021). *Manual de Psicología del Trabajo*. Pirámide.
- Muchinsky, P. (2004). *Psicología aplicada al trabajo*. Paraninfo.
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#### Supplementary references:

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- García Izquierdo, M (1999) *Psicología del trabajo y de las organizaciones: fundamentos psicociociales del comportamiento en las organizaciones*. DM.
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- Quintanilla, I. (2002) *Empresas y personas. Gestión del conocimiento y capital humano*. Díaz de Santos.
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