

**COURSE DATA****DATA SUBJECT**

Code: 33316
Name: Organisational psychology
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	3	Second quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
1319 - Degree in Psychology	Organisational psychology	COMPULSORY

COORDINATION

MARTINEZ CORCOLES MARIO

SUMMARY

The course *Organizational Psychology* aims to ensure that students acquire and develop competencies related to the study of human behavior within organizations, gaining an appropriate understanding of organizational phenomena from a primarily psychosocial perspective. The course delves into the various theoretical approaches that have been developed within the discipline and analyzes, at the collective level, the processes that arise from social interaction. Likewise, since intervention is a fundamental dimension of Organizational Psychology, students are expected to develop practical skills through case analysis and problem-solving to become familiar with potential areas of professional application of the course content.

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 recommended to have previously passed the first-year courses Social Psychology I (33300) and Social Psychology II (33301), as well as the second-year course Social Psychology of Work (33309), in order to better



understand the concepts taught in this course and to explore them in greater depth.

COMPETENCES / LEARNING OUTCOMES

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Be able to identify group and intergroup problems and needs.

Be able to prepare oral and written reports.

Identify recipients' needs and demands in the organizational field.

Know different methods of assessment and intervention in the field of organizations.

Know how to analyse the context where individual behaviour and group and intergroup processes are developed.

Know how to describe and measure interaction processes, group dynamics and group and intergroup structures.

Know how to describe and measure interaction processes, organizational and inter-organizational dynamics and structures.

Know how to provide appropriate feedback to patients.

Know how to select and implement the appropriate tools, products and services in organizational contexts.

Know how to select and manage tools, products and services, and identify stakeholders.

Know the main theories about the functioning of organizations and organizational behaviour.

Students must have the ability to gather and interpret relevant data (usually in their field of study) to make judgements that take relevant social, scientific or ethical issues into consideration.

Understand the psychosocial principles of the functioning of groups and organizations, as well as the basic laws of psychosocial processes.

DESCRIPTION OF CONTENTS

1. Topic 1. Theoretical approaches.

Rationalist approaches of organizations: scientific management and bureaucracy theory.
The social dimension of organizations and human resources approaches.

Organizations as political systems and socio-cognitive approach.



2. Topic 2. Organizational Structure.

Organizational Structure: main dimensions and structural configurations.

3. Topic 3. Climate and organizational culture.

Organizational climate and culture.
Organizational environment and relationships with the external context.

4. Topic 4. Leadership and group activity in organizations.

Classical models of leadership.
New leadership theories.

5. Topic 5. Organizational processes.

Communication in the organization
Decision-making in the organization
Power and conflict in the organization
Equity and justice in organizations
Organizational learning

6. Topic 6. Other topics in organizational psychology

Organizational effectiveness.
Healthy organizations.
Intervention in organizations.

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Theoretical and practical classes	60,00
Total hours	60,00

NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	2,00
Individual or group project	40,00
Independent study and work	5,00
Preparation of lessons	12,00
Preparation for assessment activities	22,00
Resolution of case studies	9,00
Total hours	90,00

TEACHING METHODOLOGY



- M1. Theoretical classes delivered by the lecturer, in which the different course contents will be developed while also encouraging students' active participation through the resolution of questions that may arise during the lecture.
- M18. Practical activities: case studies, debates, and text analysis.
- M6. Scheduled individual or group tutorials for supervision of practical work, guidance, and doubt resolution.

The use of mobile phones, tablets, and laptops will depend on the teaching methodology proposed by each lecturer.

EVALUATION

- SE1. Evaluation of theoretical and practical content through oral, written, or performance-based tests (exam). It represents 60% of the final grade of the course.
- SE2. Oral or written presentation of reports, individual or group assignments, case studies, problem solving, and use of diagnostic tools (practical reports). It represents 25% of the final grade of the course.
- SE3. Active participation in class activities, seminars, and workshops, and motivation toward high-quality learning outcomes (class activities). It represents 15% of the final grade of the course.

SE1 is recoverable in the second examination session. SE2 and SE3 are recoverable in the second session, but only up to 50%, considering that the first session includes assessment of competencies acquired through in-class work (50% of the grade, not recoverable) and assessment of knowledge (50%, recoverable in the second session).

Grading system: The course grading will be subject to the provisions established in the Regulations on Assessment and Grading of the University of Valencia for Undergraduate and Master's Degrees (ACGUV 108/2017 of May 30, 2017).

http://www.uv.es/graus/normatives/2017_108_Reglament_avaluacio_qualificacio.pdf

Minimum requirements: Students must obtain at least 5 out of 10 in the evaluation of theoretical and practical content through exams (SE1). Likewise, students must obtain at least 5 out of 10 in the evaluation of competencies and theoretical/practical content in SE2 and SE3. If the score is lower, the failed part will not be added to the final grade and must be recovered under the restrictions previously mentioned for SE2 and SE3, through the test determined by the instructor.

In SE2 and SE3 grading, attendance and participation in classes where related activities are carried out will be assessed.

Written reports and assignments must demonstrate a university-level standard (spelling, grammar, semantics, etc.) to be graded.

Honors Distinction (Matrícula d'Honor): will be awarded in accordance with Article 17 of the UV Assessment and Grading Regulations. In the event of a tie, a written or oral test will be conducted to assess course content, and the highest score will be awarded the distinction.

In case of academic dishonesty, the procedure established by the Protocol for Action Against Fraudulent Practices at the University of Valencia (ACGUV 123/2020) will be followed:

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

Detection of plagiarism in one or more assignments (individual or group) will result in automatic failure in the course for the author(s) of the work.

REFERENCES

Basic references



Lorente,L., Tordera,N., y Moliner, C. (2013) Prácticas de psicología de las organizaciones. València:PUV.

Martinez-Tur, V., Moliner, C. y Ramos, J. (coords) (2015). Psicología de las organizaciones. Madrid. Síntesis.

Peiró, J. M. (1990). Psicología de las Organizaciones (Tomo I y II). Madrid: UNED.

Robbins, S. P., Judge, T., & Campbell, T. T. (2010). Organizational behaviour. Financial Times Prentice Hall.

Gilliland, S. W., & Paddock, L. (2005). Organizational justice across human resource management decisions. International review of industrial and organizational psychology, 20, 149-175.

Gil-Monte, P. R. (Coord.) (2014). Manual de Psicosociología Aplicada al trabajo y a la prevención de los riesgos laborales. Madrid: Pirámide.

Supplementary references

Gil-Rodríguez, F. y Alcover, C. (Coord.) (2003). Introducción a la Psicología de las Organizaciones. Madrid: Alianza.

Munduate, L. y Medina, F. J. (2005). Gestión del conflicto, negociación y mediación. Madrid: Pirámide.

Oscá, A. (2004) (Ed.). Psicología de las Organizaciones. Madrid: Sanz y Torres

Palací, F. J. (2005) (Coord.). Psicología de la Organización. Madrid: Pearson Prentice Hall.