

**COURSE DATA****DATA SUBJECT****Code:** 33555**Name:** Labour psychology**Cycle:** Undergraduate Studies**ECTS Credits:** 6**Academic year:** 2026-27**STUDY (S)**

Degree	Center	Acad. year	Period
1309 - Degree in Labour Relations and Human Resources	Facultat de Ciències Socials	1	First quarter

**SUBJECT-MATTER**

Degree	Subject-matter	Character
1309 - Degree in Labour Relations and Human Resources	Psychology	BASIC

**COORDINATION**

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**SUMMARY**

Work is one of the pillars on which today's societies are built and one of their main activities. Thus, it has become one of the most important aspects of life with relevant implications at personal, group, organisational and social levels.

The importance of this phenomenon has led to its study from different scientific disciplines and for different purposes. Moreover, the results of research on this phenomenon are useful to better understand work and its meaning for people and social groups, and its impact on the social, institutional, business, family and individual structure.

On the other hand, there are more and more professionals with more training in work-related issues whose daily tasks are focused on the improvement of working and organisational life, and here we find people with a degree in Labour Relations and Human Resources.

In this context, Work Psychology in the Degree in Labour Relations and Human Resources is a first-year basic training subject, constituting an introduction to the problems of work from the perspective of Psychology, the content of which is particularly relevant for the future professional performance of people graduating in Labour Relations and Human Resources.



However, Work Psychology is one of the content areas that give shape to the thematic area known as Work and Organisational Psychology. Therefore, training in this field is complemented by other subjects included in this subject area.

## PREVIOUS KNOWLEDGE

### RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

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

### OTHER REQUIREMENTS

This is an introductory course for first course, are not needed because more prerequisites than those required to enroll in the degree.

## COMPETENCES / LEARNING OUTCOMES

### 1309 - Degree in Labour Relations and Human Resources

Act with autonomy in learning, making informed decisions in different contexts, issuing judgements based on experimentation and analysis, and transferring knowledge to new situations.

Analyse, synthesise and reason critically.

Analyse and assess the factors that determine inequalities in the world of work.

Apply techniques to boost motivation and improve the working environment.

Apply the regulatory framework governing labour relations.

Collaborate effectively in work teams, assuming responsibilities and leadership roles and contributing to collective improvement and development.

Contribute to the design, development and implementation of solutions that respond to social demands, taking into account the Sustainable Development Goals as a reference.

Demonstrate critical and self-critical thinking in the field of the degree programme, considering aspects such as professional ethics, moral values and the social implications of the different activities carried out.

Develop an interrelated vision of the different academic disciplines that analyse the field of work.

Develop organisational and planning actions.

Know and analyse the psychosocial factors determining work behaviour.

Know and apply the principles of the professional code of ethics.

Know and understand, within the field of the degree programme, gender inequalities in society; integrate different needs and preferences based on sex and gender into the design of solutions and problem solving.



Know and understand the social processes structuring labour and production relations.

Know how to communicate effectively, both orally and in writing, adapting to the characteristics of the situation and the audience.

Know the fundamentals of occupational health and the bases of occupational risk prevention.

Know the fundamentals of work organisation and organisational structure.

Know the main personal and situational factors influencing work behaviour, motivation and attitudes, as well as the techniques contributing to people's well-being at work and to reducing psychosocial risks such as work-related stress.

Learn independently and develop initiative and entrepreneurial spirit.

Manage information, draft and formalise reports and writings.

Propose creative and innovative solutions to complex situations or problems within the field of knowledge, to respond to diverse professional and social needs.

Respect and promote fundamental rights, equality between men and women, equal opportunities and non-discrimination, democratic values and sustainability.

Select and manage social and labour information and documentation.

Solve problems, apply knowledge to practice and develop motivation for quality.

Understand the fundamentals of business organisation.

Use information and communication technologies.

## **DESCRIPTION OF CONTENTS**

### **1. Introduction to Work Psychology**

1. The industrial psychology.
2. Fields of application of industrial psychology.
3. Functions of the person graduate in RRL.

### **2. Meaning of Labor and labor values**

1. The concept of work.
2. Functions of the work.
3. Dimensions of the meaning of work: Centrality and Policy Guidance.
4. Work values.



### **3. Tasks, jobs and roles**

1. Structure of work: Jobs and roles.
2. Position and roles: Definition and perspective.
3. Dysfunctions in the performance of roles: Ambiguity and role conflict.

### **4. Work conditions**

1. Classification of working conditions: An integrative proposal.
2. Environmental conditions of work.
3. Conditions relating to workload: Fatigue.
4. Temporary Conditions: Work schedules.

### **5. Work motivation**

1. Main motivational theories.
2. Extrinsic vs intrinsic motivational orientation
3. Personal variables related to motivation.
4. Motivational Strategies in organizations.

### **6. Work satisfaction**

1. Models and theories of job satisfaction.
2. Job satisfaction and organizational behavior.

### **7. Adjust person-work**

1. Components of person- job fit.
2. Overview of work stress.
3. Vocative Perspective.
4. Perspective of motivation and job satisfaction.
5. Other contributions

### **8. Work stress**

1. Conceptual definition of stress concept.
2. An integrative model of work stress.
3. Sources of workplace stress.
4. Consequences of work stress.
5. Intervention strategies for prevention and management of work stress from experimental results.

**WORKLOAD****PRESENCIAL ACTIVITIES**

Activity	Hours
Theoretical and practical classes	60,00
<b>Total hours</b>	<b>60,00</b>

**NON PRESENCIAL ACTIVITIES**

Activity	Hours
Attendance at other activities	0,00
Individual or group project	18,00
Independent study and work	22,00
Preparation of lessons	20,00
Preparation for assessment activities	20,00
Resolution of case studies	10,00
<b>Total hours</b>	<b>90,00</b>

**TEACHING METHODOLOGY**

In the sessions whose content is primarily theoretical, the predominant teaching method will be to expository teaching consisting of presentations with audiovisual didactic support, however is encouraged at all times the student participation.

In the sessions whose content is primarily practical classes will be developed with a differentiated approach depending on the practice takes place. However, the structure of the development of the task class has the following steps:

1. Se give instructions and information that students need to execute the task.
2. Students perform the task individually or in groups.
3. the results extracted by each of the groups were pooled.
4. It provides them feedback on their work.
5. The phenomenon was checked and the logic behind the approach is explained from experimental results.

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**EVALUATION**

The evaluation of the subject will be carried out around two complementary criteria, evaluation of results and evaluation of the learning process:

Section A) The evaluation of the results will be carried out by means of a final exam or test with format to be specified (test type, case, short questions ...). This section will constitute 60% of the note. The maximum score that can be obtained therefore will be a 6.



Section B) The evaluation of the process (continuous evaluation) will be carried out through the notes obtained in carrying out the practical dossier (30%) and evaluating attendance and active participation in the theoretical classes (10%). This section B, as a whole, will constitute 40% of the final grade. The maximum score that can be obtained therefore will be a 4.

The final grade for this course will be summative of the two previous sections (evaluation of the results and evaluation of the learning process). However, this sum will only be possible when, in the exam (Section A), at least a 2,5 out of 6 is obtained. If it were the case that a student add 5 or more points between the two sections, but without meeting the minimum score requirement of the exam, his final grade would be suspended, with the grade obtained in the exam.

The attendance of the theoretical classes and the active participation in them (10% of section B), for take place during the course, can not be graded again on the second call. If the student does not pass the subject on first call, if it is presented on second call of the same academic year, the same grade that you had in the first announcement.

In the event of an early examination, the evaluation will consist of a written exam whose weighting in the final mark will be 60% (Section A). The sum of the presentation of the practical dossier (30%) plus the mark obtained for attendance and active participation in theory classes (10%) will make up the remaining 40% of the final mark (section B).

The rating of the subject shall be subject to the provisions of the Regulations ratings the University of Valencia (ACGUV 12/2004). ([Http://www.uv.es/graus/normatives/Reglament\\_qualificacions.pdf](http://www.uv.es/graus/normatives/Reglament_qualificacions.pdf)) According to this, it is specified in numerical expression from 0 to 10 with a decimal, using the following rating scale: - 0 to 4.9: suspense.- 5 to 6.9: adopted.- From 7 to 8.9: remarkable. - From 9 to 10: Outstanding or outstanding honors. Only the different sections listed in the evaluation when the minimum requirements for each are exceeded will be added. The minutes of the subject is the qualification obtained at the first call in accordance with the following rules incorporate: - If there is no qualifying section A, the rating will not be presented, regardless of the rest.

If there are grades in all the evaluation sections and minimum requirements are not met in the section A, will contain SUSPENSE and the grade corresponding to the grade obtained in the exam (section A).

If there are grades in all the evaluation sections, the minimum requirements in the section A, but a score of 5 or higher is not obtained, it will be SUSPENDED and the grade will be the sum of the two sections.

In relation to section B (process evaluation), in the second call, only one of the practical exercises that is failed (score lower than 0.5, because the maximum score for each of the practical exercises is 1 point) or not presented can be recovered. To do so, a new practical will be carried out and the delivery will be individual. The student must contact the teaching staff and request it, in each case the date of delivery will be established by the teaching staff, but in no case may it be later than the official date of the exam in the second call. The percentage of the mark corresponding to attendance and participation in class (10%) cannot be recovered in the second sitting.

The consultation and appeal of the qualification obtained in assessment tasks, shall be subject to the provisions of Regulation Contesting Ratings (ACGUV of April 29, 2008 ([Http://www.uv](http://www.uv)



es/=sgeneral/Reglamentacio/Doc/Estudis/C9.pdf) it is necessary to complete this section, remember that evaluation copy or overt plagiarism of any part of the assessment task will make it impossible to pass the subject, then undergoing disciplinary procedures timely.

Note that, according to Article 13 d) of the Statute of Student University (RD 1791/2010, of December 30), it is the duty of a student abstain from use or cooperation in fraudulent procedures in the assessment tests in the work carried out in official documents or collage.

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## REFERENCES

- Peiró, José María; Prieto, Fernando (eds.) (1996). Tratado de Psicología del Trabajo (vol. I). Madrid: Síntesis
- Prieto, Fernando; Peiró, José María (eds.) (1996). Tratado de Psicología del Trabajo (vol. II). Madrid: Síntesis