

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

Code: 33591
Name: Work groups
Cycle: Undergraduate Studies
ECTS Credits: 4.5
Academic year: 2025-26

STUDY (S)

| Degree | Center | Acad. year | Period |
|---|------------------------------|------------|---------------|
| 1309 - Degree in Labour Relations and Human Resources | Facultat de Ciències Socials | 4 | First quarter |

SUBJECT-MATTER

| Degree | Subject-matter | Character |
|---|----------------|-----------|
| 1309 - Degree in Labour Relations and Human Resources | Work groups | ELECTIVES |

COORDINATION

CABALLER HERNANDEZ AMPARO

SUMMARY**PREVIOUS KNOWLEDGE****RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE**

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

OTHER REQUIREMENTS**COMPETENCES / LEARNING OUTCOMES**

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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 make decisions on organisational structure and work organisation.

Apply and develop techniques to improve the functioning of work groups and their results.

Apply techniques to boost motivation and improve the working environment.

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

Consider and analyse the psychosocial aspects in the management and direction of human resources.

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.

Design and develop basic social and labour research projects.

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 foundations, processes and techniques for improving the functioning of work groups in organisations.

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.

Know the main psychological perspectives, as well as personal, organisational and situational factors influencing attitude, work behaviour, organisational behaviour and their consequences on the person, the group and organisational effectiveness.

Lead working groups in the field of labour relations and human resources.

Learn independently and develop initiative and entrepreneurial spirit.



Manage information, draft and formalise reports and writings.

Mediate and manage organisational conflict and negotiation.

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.

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.

2.

3.

4.

5.

WORKLOAD

PRESENCIAL ACTIVITIES

| Activity | Hours |
|----------|-------|
|----------|-------|



| | |
|-----------------------------------|--------------|
| Theoretical and practical classes | 45,00 |
| Total hours | 45,00 |

NON PRESENCIAL ACTIVITIES

| Activity | Hours |
|---------------------------------------|--------------|
| Attendance at other activities | 0,00 |
| Individual or group project | 25,00 |
| Independent study and work | 15,00 |
| Preparation of lessons | 18,00 |
| Preparation for assessment activities | 9,50 |
| Resolution of case studies | 0,00 |
| Total hours | 67,50 |

TEACHING METHODOLOGY

EVALUATION

REFERENCES

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- Aguirre de Mena, J.M., Andrés Reina, M.P., Rodríguez Rodríguez, J. y Tous Zamora, D. (2000). Dirección y gestión de Personal. Madrid: Pirámide.
- Blanco, A., Caballero, A. y de la Corte, L. (2004). Psicología de los Grupos. Madrid: Prentice Hall.
- Canto Ortiz, J.M. (1998). Psicología de los grupos. Estructura y procesos. Granada: Aljibe.
- Cembranos, F. (2003). Grupos inteligentes: teoría y práctica del trabajo en equipo. Madrid: Editorial Popular.
- Dolan, S.L. y Martín, I. (2000). Los 10 mandamientos para la dirección de personas. Barcelona: Gestión 2000.
- Drenth, P.J.D.; Thierry, H. y de Wolff, C.J. (1998). Handbook of Work and Organizational Psychology. East Sussex: Psychology Press.
- Gil Rodríguez, F.; Alcover de la Hera, C.M. (2003). Introducción a la psicología de los grupos. Madrid: Ediciones Pirámide.



- Gil-Rodríguez, F. y García-Sáiz, M. (1993). *Habilidades de dirección en las organizaciones*. Madrid: Eudema.
- González, P., Silva, M., & Cornejo, J. M. (1996). *Equipos de trabajo efectivos*. Barcelona: EUB.
- Núñez, T. y Loscertales, F. (1997) *El grupo y su eficacia. Técnicas al servicio de la dirección y coordinación de grupos*. Barcelona: EUB.
- Peiró, J.M. y Prieto, F. (Dirs.) (1996) *Tratado de Psicología del Trabajo. Aspectos psicosociales del trabajo (Vol. 2)*. Madrid: Síntesis.
- Sánchez, José C. (2002). *Psicología de los grupos: teorías, procesos y aplicaciones*. Madrid: McGraw-Hill.
- Stewart, L. (2005). *Trabajo en equipo y dinámica de grupos*. México: Limusa-Wiley.
- Tjosvold, D.; West, M.A; Smith, K.G. (eds.) (2003). *International handbook of organizational teamwork and cooperative working*. John Wiley & Sons.