

**COURSE DATA****DATA SUBJECT****Code:** 44839**Name:** Advanced course in work psychology**Cycle:** Master's Degree**ECTS Credits:** 4**Academic year:** 2026-27**STUDY (S)**

Degree	Center	Acad. year	Period
2235 - Master's degree Erasmus Mundus on Work, Organizational and Personnel Psycho	Facultat de Psicologia i Logopèdia	1	First quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
2235 - Master's degree Erasmus Mundus on Work, Organizational and Personnel Psycho	Psychology of work. Explanatory introduction	COMPULSORY

COORDINATION

ZORNOZA ABAD ANA

VILLAJOS GIRONA ESTHER

SUMMARY

The "Advanced Course in Work Psychology" is a four-month and compulsory course taught in the first semester of the first year of the Master on Work, Organizational, and Personnel Psychology. Its workload is 4 ECTS credits. An explanatory approach to the work psychology area is developed. Explanatory refers to the knowledge of theory and comprehensive empirical evidence, aiming to explain human behaviour in its context.

This class aims to provide the student with theoretical knowledge and the ability to describe, evaluate, diagnose, explain, and interpret the core phenomena and psychosocial processes related to work. The acquisition of such knowledge and basic skills will enable the student to develop, in the second year of the master's, the skills needed to carry out interventions in the field of organizations and work.

This overarching objective is achieved through a series of more specific objectives:

- Familiarization with essential authors, bibliography, documentation, etc., related to the field of Work Psychology.
- Get to know and manage sources of bibliographic information, the traditional sources as well as those through new technology.
- Management and analysis of the scientific bibliography.



- Development of the ability to synthesize information.
- Learn methods to evaluate the distinct phenomena and psychosocial processes related to Work Psychology
- Understand the relationship between concepts and variables

PREVIOUS KNOWLEDGE

RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

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

OTHER REQUIREMENTS

Good English knowledge is necessary

COMPETENCES / LEARNING OUTCOMES

2235 - Master's degree Erasmus Mundus on Work, Organizational and Personnel Psycho

Que els estudiants siguin capaços de seleccionar i aplicar instruments, tècniques i mètodes per a l'avaluació de grups en el context de la psicologia del treball, de les organitzacions i dels recursos humans.

Que los estudiantes sean capaces de entrevistar a clientes o directivos para analizar sus necesidades y problemas, identificando necesidades y problemas subyacentes y clarificándolos de tal forma que sean comprendidos y aceptados por los clientes o directivos.

Que los estudiantes sean capaces de seleccionar y aplicar instrumentos, técnicas y métodos para la evaluación de individuos en el contexto de la psicología del trabajo, de las organizaciones y de los recursos humanos.

Que los estudiantes sean capaces de seleccionar y aplicar instrumentos, técnicas y métodos para la evaluación de organizaciones en el contexto de la psicología del trabajo, de las organizaciones y de los recursos humanos.

Que los estudiantes sean capaces de seleccionar y aplicar instrumentos, técnicas y métodos para la evaluación situacional en el contexto de la psicología del trabajo, de las organizaciones y de los recursos humanos.

Students should apply acquired knowledge to solve problems in unfamiliar contexts within their field of study, including multidisciplinary scenarios.

Students should be able to integrate knowledge and address the complexity of making informed judgments based on incomplete or limited information, including reflections on the social and ethical responsibilities associated with the application of their knowledge and judgments.

Students should communicate conclusions and underlying knowledge clearly and unambiguously to both specialized and non-specialized audiences.

Students should demonstrate self-directed learning skills for continued academic growth.



Students should possess and understand foundational knowledge that enables original thinking and research in the field.

DESCRIPTION OF CONTENTS

1. New ways of work in a global, diversity & multicultural context. Work in virtual teams
 - Globalization, diversity, multi-cultural context. New forms of work and employment:
 - Distributed work, distributed organizations
 - Telework and mobile work
 - Virtual cooperation and virtual teams
 - Competencies for virtual work
 - Psychological theories of teamwork and their applicability to virtual teams
 - The role of collaboration technology in teamwork
 - Analysing work group processes and developing solutions for distributed cooperative work.
2. Work analysis: role and contributions in the 21st century
 - Psychological aspects of work in designing tasks, jobs, team structures, work tools, and human-machine systems
 - Work analysis description and categorization of different methods for work analysis
 - Theoretical perspectives, models, and descriptive techniques
 - Methods for analyzing work at the level of tasks and jobs. Used for instruction and training, recruitment and selection, and the design of work and work systems.
 - Standardized methods, some of which are linked to occupational classification systems (like O*Net), and methods that allow tailoring the analysis to the idiosyncratic nature of the work.
 - Introduction to new forms of work such as eWork and dWork.
3. Work motivation
 - The role of motivation in explaining organizational behavior and performance.
 - Theories about work motivation, main assumptions, principles, and propositions.
 - Design motivational strategies aimed at increasing job performance.
4. Work performance
 - Work performance and productivity
 - Dimensions of work performance
 - Theoretical models on work performance
 - Measures of work performance
 - Counterproductive work behavior

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Theory	40,00



Total hours	40,00
-------------	-------

NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	0,00
Individual or group project	20,00
Independent study and work	10,00
Preparation of lessons	15,00
Preparation for assessment activities	10,00
Resolution of case studies	5,00
Total hours	60,00

TEACHING METHODOLOGY

- Lectures
- Readings
- Oral presentations
- Group discussions
- Case studies
- Use and analysis of instruments
- Simulations

EVALUATION

The assessment elements and criteria considered are:

- Portfolio preparation, compiling the various results related to student activities during a specific course or training activity, as well as evidence of the skills developed. 50%
- Quality of student oral presentations. 15%
- Critical analysis of articles and other materials. 25%
- Development of conceptual maps. 10%

REFERENCES

- Armstrong, M., & Taylor, S. (2014). Armstrong's handbook of human resource management practice. Kogan Page Publishers
- Ashkanasy, N. & Ashton-James, Ch. 2005. Emotion in organizations: A neglected topic in I/O Psychology, but with a bright future. International Review of Industrial and Organizational Psychology. 20.



- Bradley, K.J., & Aguinis, H. (2023). Team Performance: Nature and Antecedents of Nonnormal Distributions. *Organization Science* 34(3):1266-1286.
- Cardy, R., & Leonard, B. (2014). *Performance Management: Concepts, Skills, and Exercises*. Routledge. London, M. (2003, 2nd edition). *Job Feedback*. Lawrence Erlbaum Associates
- Chmiel, N. (2008). *An introduction to Work & Organizational Psychology. A European perspective*. Blackwell Publishing
- Dipboye, R. L., & Colella, A. (Eds.). (2013). *Discrimination at work: The psychological and organizational bases*. Psychology Press.
- Dulebohn, J. H., & Hoch, J. F. (2017). Virtual teams in organizations. *Human Resource Management Review*, 27, 569-574.
- Elliot, A. J., & Dweck, C. S. (Eds.). (2013). *Handbook of competence and motivation*. Guilford Publications.
- Ghai, D. (Ed.) (2006). *Decent Work: Objectives and Strategies*. Geneva: International Institute for Labour Studies (IILS)/ International Labour Office
- Gilson, L. L., Maynard, M. T., Young, N. C. J., Vartiainen, M., & Hakonen, M. (2015). Virtual Teams Research 10 Years, 10 Themes, and 10 Opportunities. *Journal of Management*, 41(5), 1313-1337.
- González-Anta, B. (2026) Virtual Teams. In: Ratten, Vanessa (ed.) *International Encyclopedia of Business Management*, vol. 2, pp. 443–449. US: Elsevier. <http://dx.doi.org/10.1016/B978-0-443-13701-3.00184-5>
- Hogg, M. A., & Terry, D. J. (Eds.). (2014). *Social identity processes in organizational contexts*. Psychology Press.
- Jex, S. M., & Britt, T. W. (2014). *Organizational psychology: A scientist-practitioner approach*. John Wiley & Sons.
- Judge, T. A., & Kammeyer-Mueller, J. D. (2012). Job attitudes. *Annual review of psychology*, 63, 341-367.
- Kanfer, R., Chen, G., & Pritchard, R.D. (2008). *Work Motivation. Past, present, and future*. Taylor & Francis Group, New York.
- Kraiger, K., Passmore, J., dos Santos, N. R., & Malvezzi, S. (Eds) (2015), *The Wiley-Blackwell Handbook of the Psychology of Training, Development, and Performance Improvement*. UK,



Chichester, West Sussex: Wiley Blackwell.

- Mathieu, J.E., Gallagher, P.T., Domingo, M.A., & Klock, E.A. (2019). Embracing Complexity: Reviewing the Past Decade of Team Effectiveness Research. *Annual Review of Organizational Psychology and Organizational Behavior*. 6:17–46
- Mor Barak, M. E. (2014). Managing diversity: Toward a globally inclusive workplace (Third Edition). Thousand Oaks, CA: SAGE Publications.
- Strah, N., & Rupp, D. E. (2022). Are there cracks in our foundation? An integrative review of diversity issues in job analysis. *Journal of Applied Psychology*, 107(7), 1031-1051
- Truxillo, D., Bauer, T., & Erdogan, B. (2016). Psychology & Work: Perspectives on Industrial & Organizational Psychology. NY: Routledge.
- Van den Broeck, A., Carpini, J., & Diefendorff, J. (2019). Work motivation: Where do the different perspectives lead us? *The Oxford handbook of human motivation*.
- Wilson, M. A., Bennett Jr, W., Gibson, S. G., & Alliger, G. M. (Eds.). (2013). The handbook of work analysis: Methods, systems, applications, and science of work measurement in organizations. Routledge Academic