

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

Code: 44841
Name: Organizational psychology and organizational behaviour
Cycle: Master's Degree
ECTS Credits: 4
Academic year: 2025-26

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	Organisational psychology. Explanatory introduction	COMPULSORY

COORDINATION

GRACIA GRAU ESTHER

SUMMARY



This 4ECTs course is offered in the first academic year of the official European Master's in Work, Organizational, and Personnel Psychology. It offers an explanatory approach to organizational psychology. The general objective is to envelop the students in significant theories to understand behavior in and of organizations, from more rationalist approaches to more social and humanitarian perspectives.

More specifically, the course provides

- A conceptual foundation for understanding the classic theory of organizations and its relevance today.
- The consideration of multiple stakeholders' perspectives in organizational theory development
- An introduction to the theoretical base, an alternative to the classic theory, specifically the organization's social dimension and humanitarian perspectives.
- A conceptual foundation is necessary to understand the social-technical focus in organizations, emphasizing sustainable well-being and productivity.
- A structural approach to organizational behavior
- An analysis of interorganizational relationships and organizations in a network, with a stakeholder multicultural approach.

PREVIOUS KNOWLEDGE

RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

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

OTHER REQUIREMENTS

No previous requirements or recommendations

COMPETENCES / LEARNING OUTCOMES

-

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 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. Organizational Psychology and Organizational behaviour.

- The Principles of Scientific Management. Taylorism
- Extensions of the Human Relations Approach
- The socio-technical approach
- Complex sociotechnical systems and digitalization
- Humanitarian approach models

2. Organizational structure and processes.

- Theoretical perspectives about organizational structure: traditional approaches and recent developments.
- Assessment, analysis and diagnosis of organizational structures and processes.
- New theories about organizational structures.
- Interorganizational relationships and networks

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Theory	40,00
Total hours	40,00

NON PRESENCIAL ACTIVITIES



Activity	Hours
Attendance at other activities	5,00
Individual or group project	30,00
Independent study and work	10,00
Preparation of lessons	5,00
Preparation for assessment activities	5,00
Resolution of case studies	5,00
Total hours	60,00

TEACHING METHODOLOGY

- Lectures
- Readings
- Oral presentations
- Individual and group guided exercises
- Analysis of articles
- Individual and group tutorials

EVALUATION

- 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: 30%.
- Quality of oral presentations: 15%.
Preparation of assignments for the integration of knowledge or for the analysis of a relevant topic: 20%.
- Critical analysis of articles and other materials: 10%.
- Critical analysis of case studies: 20%.
- Resolution of specific exercises (for example, statistical analysis): 5%.

REFERENCES

- Anderson, N., Ones, D.S., Sinangil, H.K., & Viswesvaran, C. (2005). *Handbook of Industrial, Work and Organizational Psychology Volume 2: Organizational Psychology*. Sage.
- Barringer, B.R. & Harrison, J.S. (2000). Walking a Tightrope: Creating Value Through Interorganizational Relationships. *Journal of Management*. 26(3): 367- 403.
- Conte, J. M. & Landy, F. J. (2019) *Work in the 21st Century: An Introduction to Industrial and Organizational Psychology*. Wiley
- Drenth, P. J. D., Thierry, H. & Wolff, C. J. (1998). *Handbook of Work and Organizational Psychology*. 2nd Edn. Psychology Press.
- Peiró, J. M. (1994). *Psicología de la organización*. UNED.
- Roehrich, J., Selviaridis, K., Kalra, J., Van der Valk, W. & Fang, F. (2020) Inter-organizational governance: a review, conceptualisation and extension. *Production Planning & Control*, 31:6, 453-469.
- Walter, C.; Borman, W.C., Ilgen, D.R., Klimoski, R.J., & Weiner, I.B. (2003). *Handbook of*



Psychology, Industrial and Organizational Psychology (Volume 12). John Wiley & Sons.