

**COURSE DATA****DATA SUBJECT****Code:** 44848**Name:** Psychosocial intervention in human resources. Development**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	2	First quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
2235 - Master's degree Erasmus Mundus on Work, Organizational and Personnel Psycho	Human resources. Introduction to intervention	COMPULSORY

COORDINATION

GRACIA LERIN FRANCISCO JAVIER

SUMMARY

This is a second year (third semester) course in the Erasmus Mundus Master's in Work, Organizational and Personnel Psychology. According to the ENOP model, the main areas considered in the master are work (W), organization (O), and personnel (P). In each of these areas, the Master's program aims to develop two types of knowledge and competencies: explanatory and intervention. "Explanatory" refers to theories devoted to the explanation of human behaviour and its context and diagnostic competencies in the fields of work, organization, and personnel psychology. Knowledge and explanatory skills prepare students to describe, evaluate, diagnose, explain, and interpret the main psychosocial phenomena and processes in work, organization, and personnel areas. "Intervention" refers to theories about design and change, and intervention skills in the areas of work, organization, and personnel psychology. The knowledge and intervention competences prepare the student to plan, set up, monitor, and evaluate changes and interventions in order to improve behavior, situations, and psychosocial processes in the fields of work, organization, and personnel psychology. These types of knowledge and skills are also designed to design new models, strategies, methods, and tools. This course is one of the two courses of intervention in the area of personnel psychology. Specifically, this course focuses on psychosocial intervention in the development of human resources. It offers knowledge and know-how about interventions in human resources practices, paying special attention to two particular human resources practices: training, performance appraisal, and management. This course takes place in the third semester of the Erasmus Mundus Master's Degree in Work, Organizations and Personnel Psychology. The course has a teaching



workload of 4 ECTS.

PREVIOUS KNOWLEDGE

RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

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

OTHER REQUIREMENTS

There are no registration requirements for other subjects in the syllabus. No specific prior knowledge is required.

COMPETENCES / LEARNING OUTCOMES

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

Que los estudiantes sean capaces de elaborar, en el contexto de la psicología del trabajo, de las organizaciones y de los recursos humanos, una propuesta oral o escrita con los objetivos de su actividad y el modo de alcanzarlos, proponiendo criterios para evaluar los resultados de las mejoras.

Que los estudiantes sean capaces de implantar productos y servicios en el contexto de la psicología del trabajo, de las organizaciones y de los recursos humanos.

Que los estudiantes sean capaces de planificar intervenciones en el contexto de la psicología del trabajo, de las organizaciones y de los recursos humanos.

Que los estudiantes sean capaces de realizar intervenciones directas orientadas a la persona en el contexto de la psicología del trabajo, de las organizaciones y de los recursos humanos.

Que los estudiantes sean capaces de realizar intervenciones directas orientadas a la situación en el contexto de la psicología del trabajo, de las organizaciones y de los recursos humanos.

Que los estudiantes sean capaces de realizar intervenciones indirectas 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. Training

- Need analysis, planning, design, management, implementation and evaluation of training

2. Performance management

- Performance appraisal and performance management.
- Design, implementation and evaluation of performance appraisal systems.
- The appraisal interview.

3. HR analytics

- Analytics: stages, types, domains, tools.
- HR Analytics: What? Why? How?
- Additional considerations: main challenges and lessons learned.

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	25,00
Independent study and work	5,00
Preparation of lessons	10,00
Preparation for assessment activities	10,00
Resolution of case studies	10,00
Total hours	60,00

TEACHING METHODOLOGY



- Master classes.
- Readings.
- Oral presentations.
- Role-playing games.
- Instrument and intervention design.
- Individual and/or group tutoring.
- Use of audiovisual materials.
- Presentations by companies and professionals.

EVALUATION

- Portfolio preparation, compiling the various outcomes related to student activities during a specific course or training activity, as well as providing evidence of the skills developed. (70%)
- Preparation of assignments for the integration of knowledge or for the analysis of a relevant topic. 30%

REFERENCES

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