

**COURSE DATA****DATA SUBJECT****Code:** 44854**Name:** Winter School: Organizational Psychology**Cycle:** Master's Degree**ECTS Credits:** 12**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	2	Annual

SUBJECT-MATTER

Degree	Subject-matter	Character
2235 - Master's degree Erasmus Mundus on Work, Organizational and Personnel Psycho	Joint unit of intensive learning (International winter school)	ELECTIVES

COORDINATION

MOLINER CANTOS CAROLINA P

RODRIGUEZ MOLINA ISABEL

SUMMARY

The Joint Intensive Learning Unit (Winter School) in Organizational Psychology is a 12-credit ECTS annual course that provides an intensification of knowledge and intervention skills in the psychology of work, organizations, and human resources. It pays special attention to the design and development of new models, strategies, methodologies, and tools.

It is divided into three phases.

The first two phases take place during the first semester:

1. Virtual teamwork related to the review of topics related to the psychology of work, organizations, and human resources, review of scientific journals and international documents, etc. (6 credits)
2. Intensive in-person student work and participation in a two-week training period with international teaching staff (4 credits).
3. The third phase takes place during the second semester of the academic year and carries a load of 2 credits. In this phase, students develop an outline for the design and development of an intervention and the press release or advertising material necessary for its marketing.

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 specific previous knowledge is required

COMPETENCES / LEARNING OUTCOMES

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

Que los estudiantes sean capaces de definir servicios o productos y análisis de sus requisitos en el contexto de la psicología del trabajo, de las organizaciones y de los recursos humanos.

Que los estudiantes sean capaces de desarrollar nuevos productos y servicios que tengan el potencial de satisfacer las necesidades presentes o futuras de los clientes y de generar nuevos negocios.

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

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 establecer y mantener relaciones con clientes.

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

Que los estudiantes sean capaces de informar de los productos y servicios existentes y nuevos a los clientes actuales o potenciales.

Que los estudiantes sean capaces de realizar un estudio para comparar instrumentos (por ejemplo, tests, escalas de calificaciones), técnicas y métodos, y establecer su viabilidad, fiabilidad y validez, efectividad y beneficios, costes.

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

This subject aims to promote work competencies in an international context and the design of intervention competencies included in the Europsy and in the Advanced Certificate for the Psychology of Work in Organizations and HR. To this end, it follows an intervention approach that refers to the promotion of effective and positive change, based on scientific knowledge and professional experience. It focuses on the theoretical design and intervention skills in Organizational Psychology. Theories and skills in intervention prepare the student for the planning, implementation, monitoring and evaluation of changes and interventions that have the objective of improving behavior, situations and psychological processes in the area of Organizational Psychology. This type of knowledge and skills also prepares the student in the design of new models, strategies, methods, and tools.

It includes the following contents:

1. Analysis of international contextual factors, especially paying attention to those factors that produce a clear impact on the Psychology of Organizations
2. Review of the available literature to prepare a state of the art on a relevant topic of intervention in the Psychology of Organizations.
3. Acquisition of knowledge, skills and attitudes to design interventions in organizations, paying special attention to issues of Organizational Psychology.
4. Learning and practice of how to apply an intervention in Organizational Psychology.
5. Awareness and consideration of issues of justice and equity, as well as the ethical principles that guide professional interventions.
6. Integration of previous knowledge and skills. Development of a final integration work.

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Other activities	120,00
Total hours	120,00

NON PRESENCIAL ACTIVITIES

Activity	Hours
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Attendance at other activities	72,00
Individual or group project	0,00
Independent study and work	48,00
Preparation of lessons	15,00
Preparation for assessment activities	30,00
Resolution of case studies	15,00
Total hours	180,00

TEACHING METHODOLOGY

- Lectures.
- Readings.
- Oral presentations.
- Design of instruments and interventions.
- Guided individual and/or group exercises.

EVALUATION

- Quality of student oral presentations. (10%)
- Preparation of assignments for the integration of knowledge or the analysis of a relevant topic. (40%)
- Critical analysis of articles and other materials. (10%)
- Quality in the use and design of instruments. (10%)
- Quality in the design of interventions. (30%)

REFERENCES

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