

**FITXA IDENTIFICATIVA****DADES DE L'ASSIGNATURA**

Codi: 46448
Nom: Organització i Cognició
Cicle: Màster Universitari Oficial
Crèdits ECTS: 5
Curs acadèmic: 2025-26

TITULACIONS

| Titulació | Centre | Curs | Període |
|---|------------------------------------|------|---------------------|
| 2248 - International Joint Research Master Work and Organizational Psychology | Facultat de Psicologia i Logopèdia | 1 | Primer quadrimestre |

MATÈRIES

| Titulació | Matèria | Caràcter |
|---|----------------------------|-------------|
| 2248 - International Joint Research Master Work and Organizational Psychology | Organisation and cognition | OBLIGATÒRIA |

COORDINACIÓ**RESUM**

This course is taught during the first semester at the first academic year at Maastricht University.

Prof. G.J.A.M. L. Uitdewilligen is the coordinator lecturer.

With this course, we aim to provide students with structured scientific knowledge of the main topics of organizational psychology and to develop their ability to apply this knowledge to practical day-to-day problems organizations face. They will learn about the main theories and concepts related to strategy, leadership, teamwork, innovation, organizational culture and climate, and change management. We designed the problems as cases that resemble real organizations. Students will be asked to take the viewpoint of a consultant applying these theories and concepts to these problems.

Two important aspects are considered for all problems throughout this course: 1) The interrelatedness between topics and 2) the multilevel structure of organizations. First, the different concepts and topics do not stand on their own but are interrelated. For instance, leadership can affect an organizational culture and vice versa. Therefore, it is important to explicate such connections between the different concepts and problems and to develop an overview of how all topics relate to each other.

Second, processes in organizations occur at multiple levels. For instance, innovation occurs at the



individual, team, and organizational level. Moreover, concepts at these different levels can influence each other both bottom-up and top-down. As a bottom-up example, individual level creativity is essentially required for a team and an organization to be creative. As a top-down example, an organization's climate for innovation is likely to affect individual level creativity. Therefore, we explicitly take a multilevel perspective, examining constructs at the micro (individual), meso (team), and macro (organizational) levels. Importantly we also discuss relationships among constructs at these three levels.

CONEXEMENTS PREVIS

RELACIÓ AMB ALTRES ASSIGNATURES DE LA MATEIXA TITULACIÓ

No s'ha especificat restriccions de matrícula amb altres assignatures del pla d'estudis.

ALTRES TIPUS DE REQUISITS

Sense requisit prèvis.

COMPETÈNCIES / RESULTATS D' APRENENTATGE

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Be able to analyse, evaluate, interpret and synthesize research methods, data, theories and publications in the field of work and organisational psychology.

Be able to apply theories, interventions, instruments and evaluation methods to practice in the field of work and organisational psychology.

Be able to communicate effectively in English, both orally (group discussions, presentations) and in writing, on topics related to work and organisational psychology.

Be able to communicate scientific theories and empirical results in an understandable manner, to both professionals (experts and non-experts) and lay audiences (including clients).

Be able to make a critical assessment of a research question and an experimental design, taking into account the ethical responsibilities in research.

Be able to read, understand, integrate and critically reflect on scientific communications, professional reports and new developments.

Be able to reflect on one's own professional behaviour and development (including ethical considerations and obligations).

Be able to work in an international team.

Students have the knowledge and understanding that provide a basis or an opportunity for originality in



developing and/or applying ideas, often within a research context.

DESCRIPCIÓ DE CONTINGUTS

1. Paraules clau:

Estratègia
Lideratge
Innovació
Treball en equip
Clima i cultura organitzacional
Gestió del canvi

VOLUM DE TREBALL (HORES)

ACTIVITATS PRESENCIALS

| Activitat | Hores |
|--------------------|--------------|
| Teoria-Pràctiques | 50,00 |
| Total hores | 50,00 |

ACTIVITATS NO PRESENCIALS

| Activitat | Hores |
|--|--------------|
| Assistència a altres activitats | 0,00 |
| Elaboració de treballs individuals o en grup | 0,00 |
| Estudi i treball autònom | 75,00 |
| Preparació de classes | 0,00 |
| Preparació d'activitats d'avaluació | 0,00 |
| Resolució de casos pràctics | 0,00 |
| Total hores | 75,00 |

METODOLOGIA DOCENT

Assignment(s),

Lecture(s),

Problem-Based Learning,

Presentation(s)



AVALUACIÓ

Presentation, Final paper, Assignment

BIBLIOGRAFIA