

**FITXA IDENTIFICATIVA****DADES DE L'ASSIGNATURA****Codi:** 46449**Nom:** Rendiment Humà**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	Human performance	OBLIGATÒRIA

COORDINACIÓ**RESUM**

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

Prof. Alicia Walkoviak is the coordinator lecturer.

Performance and motivation are central themes in the field of work and organizational psychology. For organizations, it is important that employees can perform in an optimal way, and in this course we will address factors that influence the performance and motivation levels of employees, while at the same time also taking the perspective of the employee by also focusing on the link between performance and wellbeing. Hence, this course focuses on the factors that affect employee performance and motivation in the work environment. Students will learn about different factors that influence performance and motivation and they will develop an understanding of different topics with a focus on the underlying models and theories, and the employed methodologies and measurement instruments.

The first part of this course focuses on motivation and effort regulation. Different types of motivation will be discussed, as well as motivational theories. Related to this, the role of mental effort and resources will be discussed. Next, the focus will be on (interruptions on) work flow and the role of concentration. We will also discuss different types of performance (such as organizational citizenship behaviour and counterproductive work behaviour). Students will study the concept of job performance not only as a static construct, but also as a dynamic process, in which we will focus on learning and adaptation. Lastly, the link between performance and wellbeing at work will also be discussed.



CONEIXEMENTS 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 requisits prèvis.

COMPETÈNCIES / RESULTATS D' APRENTATGE

2248 - International Joint Research Master Work and Organizational Psychology

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

Motivació
Establiment d'objectius



1. Paraules Clau

Motivació
Regulació de l'esforç
Accompliment dinàmic
Fluix de treball
Comportament laboral contraproductiu
Comportament de ciutadania organitzacional
Envel·liment

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

Lecture(s),

Paper(s),

Problem-Based Learning

AVALUACIÓ

Written exam,

Attendance,



Final paper

BIBLIOGRAFIA