



COURSE DATA

DATA SUBJECT

Code: 46456
Name: Interventions in work psychology: work design and work teams
Cycle: Master's Degree
ECTS Credits: 5
Academic year: 2025-26

STUDY (S)

Degree	Center	Acad. year	Period
2248 - International Joint Research Master Work and Organizational Psychology	Facultat de Psicologia i Logopèdia	2	First quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
2248 - International Joint Research Master Work and Organizational Psychology	Interventions in work psychology: work design and work teams	COMPULSORY

COORDINATION

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SUMMARY

This course will focus on the study and design of evidence-based interventions in Work Psychology and research approaches to it. There is a wide range of topics that may be addressed. Specifically, this course will focus on several relevant topics and will consider different kinds of interventions that had been designed and developed to face with relevant demands.

Intervention research uses a wide range of analytical methods that include experimental and correlational designs. Its main difference from other types of research is its problem-focused approach directed to the development and evaluation of the intervention (often by design) and of the achieved outcomes. The implementation of specific Work Psychology interventions in the workplace involves different factors that researchers must consider to develop innovative designs and strategies. Some of them are related to the object of change and the aims to focus on. The digitalization is covering and pervading all work levels - societal, organizational, work, professions-, and it is necessary to include this factor in the interventions.

Work Psychology interventions include a full range of activities, from primary to tertiary prevention. Several



factors can be involved at different levels: from organizational, team and individual-level factors. During this course, the students will have the opportunity to choose the type of interventions they would like to approach, taking into account organizational or personal factors and topics such job characteristics, work design/re-design, new competences and skills, employability, new ways of work, digital transformation, etc.

PREVIOUS KNOWLEDGE

RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

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

OTHER REQUIREMENTS

COMPETENCES / LEARNING OUTCOMES

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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 design and conduct quality scientific research in the field of work and organisational psychology (including the abilities to select and apply appropriate research and statistical methods).

Be able to formulate and develop an original and feasible research question and research proposal.

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 relate results to existing literature and to make realistic assessments of the implications and significance of research results.

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.

DESCRIPTION OF CONTENTS

1. Interventions in Work Psychology

1) Work digitalization and work design



- 2) Work digitalization and virtual teams
- 3) Interventions in Employability, Job search and Career adaptability
- 4) Interventions to promote gender equality at work
- 5) Seminar on Interventions in Innovation at Organizations

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Theoretical and practical classes	50,00
Total hours	50,00

NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	0,00
Individual or group project	0,00
Independent study and work	0,00
Preparation of lessons	75,00
Preparation for assessment activities	0,00
Resolution of case studies	0,00
Total hours	75,00

TEACHING METHODOLOGY

The learning and teaching methodology combines presentations with learning activities, and assignments.

Introductory sessions: The presentations will be combined with some readings, and some practical exercises that aim to promote learning of different intervention-research facets.

Presentation of the intervention research. The students will read and critically analyze several journal papers regarding interventions about course topics, with further discussion.

Assignments: Specific details for the final assignment will be explained during the course and described in the document uploaded in the virtual platform of the course. They include critical review of previous interventions and the design of a research intervention on Work Psychology.

EVALUATION

-Critical readings on Employability/Gender interventions (10%).



- Critical readings on Digitalization and Work Teams (10%).
- Seminar: Innovation at Organizations (Mandatory attendance, 10%)
- Assignment of Designing an innovative intervention in Work Psychology (70%)

General evaluation criteria:

- Participation in the teaching sessions (in the way established) is compulsory.
- General rationale and use of theory to identify existing evidence, describe the state-of-the art and formulate the research questions.
- Writing quality.
- Use of references and new documents
- Scientific quality of the research design
- Clarity and formal presentation

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Work Digitalization, work design and Virtual Teams

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Job search, employability and career adaptability



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