

**FITXA IDENTIFICATIVA****DADES DE L'ASSIGNATURA****Codi:** 46456**Nom:** Interventions in work psychology: work design and work teams**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	2	Primer quadrimestre

MATÈRIES

Titulació	Matèria	Caràcter
2248 - International Joint Research Master Work and Organizational Psychology	Interventions in work psychology: work design and work teams	OBLIGATÒRIA

COORDINACIÓ

RAMOS LOPEZ JOSE

ZORNOZA ABAD ANA

PEIRO SILLA JOSE MARIA

RESUM

Aquest curs se centrarà en l'estudi i disseny d'intervencions basades en l'evidència en Psicologia del Treball i enfocaments de recerca. Hi ha una àmplia gamma de temes que es poden tractar. Concretament, aquest curs se centrarà en diversos temes rellevants i tindrà en compte diferents tipus d'intervencions que s'han dissenyat i desenvolupat per atendre les demandes rellevants.

La investigació d'intervenció utilitza una àmplia gamma de mètodes analítics que inclouen dissenys experimentals i correlacionals. La seva principal diferència amb altres tipus de recerca és el seu enfocament centrat en problemes, dirigit al desenvolupament i avaluació de la intervenció (sovint per disseny) i als resultats assolits. La implementació d'intervencions específiques de Psicologia del Treball en el lloc de treball implica diferents factors que els investigadors han de tenir en compte per desenvolupar dissenys i estratègies innovadores. Alguns d'ells es relacionen amb l'objecte del canvi i els objectius en què s'han de centrar. La digitalització està cobrint i impregnant tots els nivells de treball -socials, organitzatius, laborals, professionals- i aquest factor s'ha d'incloure en les intervencions.



Les intervencions de psicologia del treball cobreixen una àmplia gamma d'activitats, des de la prevenció primària fins a la terciària. Es poden implicar diversos factors a diferents nivells: des de factors organitzatius, d'equip i individuals. Durant aquest curs, els estudiants tindran l'oportunitat de triar el tipus d'intervencions que els agradaria abordar, tenint en compte factors organitzatius o personals i temes com ara característiques laborals, disseny de treball/re-disseny, noves habilitats i competències, ocupabilitat, noves formes de treball, transformació digital, etc.

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 requeriments previs.

COMPETÈNCIES / RESULTATS D' APRENENTATGE

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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.

DESCRIPCIÓ DE CONTINGUTS



- 1) Digitalització de treball i disseny de treball
- 2) Treballar en la digitalització i equips virtuals
- 3) Intervencions en Empleabilitat, Cerca d'ocupació i Adaptabilitat professional
- 4) Intervencions per promoure la igualtat de gènere en el treball
- 5) Seminari sobre Intervencions en Innovació a les Organitzacions

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	0,00
Preparació de classes	75,00
Preparació d'activitats d'avaluació	0,00
Resolució de casos pràctics	0,00
Total hores	75,00

METODOLOGIA DOCENT

La metodologia d'aprenentatge i docència combina presentacions amb activitats i tasques d'aprenentatge.

Sessions introductòries: Les presentacions es combinaran amb algunes lectures i alguns exercicis pràctics que tenen com a objectiu promoure l'aprenentatge de diferents facetes d'intervenció-recerca.

Presentació de la proposta d'intervenció. Els estudiants llegiran i analitzaran críticament diversos articles de revistes sobre temes del curs, amb més discussió.

Tasques (assignments). Els detalls específics per a l'assignació final s'explicaran durant el curs i es



descriuran en el document pujat a la plataforma virtual del curs. Incloure una revisió crítica de les intervencions prèvies i el disseny d'una intervenció de recerca en Psicologia del Treball.

AVALUACIÓ

- Lectures crítiques sobre ocupabilitat/intervencions de gènere (10%).
- Lectures crítiques sobre digitalització i equips de treball (10%).
- Seminari: Innovació en Organitzacions (Assistència obligatòria, 10%)
- Disseny d'una intervenció innovadora en Psicologia del Treball (70%)

Criteris generals d'avaluació:

- La participació en les sessions docents (tal com s'estableix) és obligatòria.
- Justificació general i ús de la teoria per identificar l'evidència existent, descriure l'estat de l'art i formular preguntes de recerca.
- Qualitat de l'escriptura.
- Ús de referències i nous documents
- Qualitat científica del disseny de la recerca

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Job search, employability and career adaptability



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