



Faculty of Social Sciences

PSYD31, Psychology: Work- and Organizational Psychology, 30 credits

Psykologi: Arbets- och organisationspsykologi, 30 högskolepoäng
First Cycle / Grundnivå

Details of approval

The syllabus was approved by the board of the Department of Psychology on 2013-11-12 and was last revised on 2014-11-11. The revised syllabus applies from 2015-01-19, spring semester 2015.

General Information

The course is offered as a first cycle freestanding course and may be included in a Bachelor's degree specialising in psychology or in a degree programme in accordance with the programme syllabus.

Language of instruction: Swedish

Main field of studies

Psychology

Depth of study relative to the degree requirements

G1N, First cycle, has only upper-secondary level entry requirements

Learning outcomes

On completion of the course, the student shall demonstrate

Knowledge and understanding

- understanding of fundamental principles in the area of work and organisational psychology
- knowledge of individual differences when it comes to understanding and predicting activity and performance in the organisation
- understanding of procedures in connection with the selection and recruitment of staff
- knowledge of different theories of motivation in working life
- knowledge of theories and methods to create and measure job satisfaction

- knowledge of climate, culture and socialisation
- understanding of organisational change and development
- knowledge of workplace bullying
- knowledge of technology and work design based on the capacity and limitations of people (" Human factors ")
- knowledge about leadership
- knowledge of different processes in connection with negotiation
- knowledge of quantitative and qualitative investigation methods within work and organisational psychology research
- knowledge of strategies for the individual to cope with negative consequences of stress

Competence and skills

- ability to use basic survey techniques
- ability to identify both problems and possible solutions to create healthier workplaces
- ability to independently identify different problem areas in working life and formulate proposals for possible solutions
- ability to communicate knowledge of work and organisational psychology to different target groups
- ability to seek scientific information in work and organisational psychology

Judgement and approach

- ability to reflect critically on procedures in connection with selection and recruitment of staff
- ability to reflect on different types of leadership
- ability to interrogate issues of gender in connection with leadership
- ability to reflect on and interrogate gender aspects in working life
- ability to interrogate issues of the individual person on the flexible labour market and the incidence of work-related stress
- ability to reflect on circumstances that concern a changeable working life and job insecurity
- ability to make critical assessments of information that concerns work and organisational psychology
- ability to assess scientific information in work and organisational psychology

Course content

The course consists of three modules.

Module 1. Introduction to Work and Organisational Psychology (7.5 credits).

The module is to provide students with an overview of psychological perspectives on work environments and work organisation with regard to human needs and circumstances. It deals with psychological aspects of a number of key areas within work and organisational psychology. The areas addressed include motivation, job satisfaction, leadership, organisational theory, organisational development, design of the physical work environment and technology, teamwork, workplace bullying, selection and recruitment, and performance measurements. The module provides examples of the application of different methods and the use of descriptive statistics.

Module 2. Social Processes in the Organisation (15 credits).

The aim of the module is to communicate an understanding of the mental and social processes that mark people's participation in working life. The topics addressed

include the cognitive, emotional and communicative processes that people use to create meaning in life. The theoretical perspective is used as a starting point for a specialised understanding of three topical phenomena in working life: negotiation (processes that lead to the successful achievement of consensus among different parties), teamwork (the development, efficiency, creativity, innovation, conflict solution and composition of teams) and leadership. The module deals with methods that are relevant to work and organisational psychology research and investigations with a focus on qualitative techniques and surveys.

Module 3. Individuals in Flexible Working Life (7.5 credits)

The module deals with the theoretical field of the psychosocial work environment, health and mental well-being. Emphasis is placed on the situation of individuals in flexible working life and the occurrence and management of work-related stress.

A number of aspects of work psychology are addressed, such as psychological contracts, job insecurity, conflict between work and family life, and new technology in connection with stress. The ability to identify both problems and possible solutions to create healthier workplaces is a key element. "Job design", "coping" and the individual ability to withstand negative consequences of stress through preventive and curative strategies (e.g. stress management) are topics addressed.

The issues of work environment, stress and health will be analysed from a gender perspective. In the module, students are expected to take responsibility for their own learning and to work independently. Major emphasis is placed on analysis and synthesis of acquired knowledge.

Course design

The teaching consists of lessons, group exercises, laboratory sessions, seminars and problem-oriented learning components. Compulsory participation is required in group exercises, laboratory sessions, seminars and problem-oriented learning components. Unless there are valid reasons to the contrary, compulsory participation is required. Students who have been unable to participate due to circumstances such as accidents or sudden illness will be offered the opportunity to compensate for or re-take compulsory components. This also applies to students who have missed teaching because of activities as a student representative.

Assessment

The assessment is based on written tests, participation in group work, reporting of group work (module 2) and paper writing (module 3). Three opportunities for examination are offered in conjunction with the course: a first exam, a retake and a catch-up exam. Two further re-examinations on the same course content are offered within a year of a major change or discontinuation of the course. After this, further re-examination opportunities are offered but in accordance with the current course syllabus.

Subcourses that are part of this course can be found in an appendix at the end of this document.

Grades

Marking scale: Fail, E, D, C, B, A.

The highest grade is denoted with A and the lowest grade for a Pass with E. The grade for a non-passing result is Fail. The student's performance is assessed with reference to the learning outcomes of the course. For the grade of E the student must show acceptable results. For the grade of D the student must show satisfactory results. For the grade of C the student must show good results. For the grade of B the student must show very good results. For the grade of A the student must show excellent results. For the grade of Fail the student must have shown unacceptable results.

The grade for the entire course is determined by the grades of the modules, based on an average of the included grades. The result will be rounded up to the higher grade.

Entry requirements

General and courses corresponding to the following Swedish Upper Secondary School Programs: Social Studies 1b/1a1 + 1a2

Subcourses in PSYD31, Psychology: Work- and Organizational Psychology

Applies from V14

- 1301 Introduction to Work and Organizational Psychology, 7,5 hp
Grading scale: Fail, E, D, C, B, A
- 1302 Social Processes in Organisation, 15,0 hp
Grading scale: Fail, E, D, C, B, A
- 1303 The Human Being in Changing Working Life, 7,5 hp
Grading scale: Fail, E, D, C, B, A