



Faculty of Social Sciences

## PSYD32, Psychology: Work- and Organizational Psychology, 30 credits

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

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### Details of approval

The syllabus was approved by Committee for Single Subject Courses at the Department of Psychology on 2016-09-14 to be valid from 2017-01-16, spring semester 2017.

### General Information

The course is offered as a freestanding first cycle course and may be included in a degree of Bachelor specialising in Psychology or in a programme according to 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 students shall be able to demonstrate

#### Knowledge and understanding

- understanding of fundamental principles within work and organisational psychology
- knowledge of individual differences with regard to understanding and predicting behaviour and performance in an organisation
- understanding of procedures in connection with 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 atmospheres, cultures and socialisation
- understanding of organisational change and development
- knowledge of workplace bullying
- knowledge of the design of technology and work based on the capacity and limitations of people ("Human factors")
- knowledge of leadership
- knowledge of different processes in connection with negotiation
- knowledge of quantitative and qualitative methods in work and organisational psychology research
- knowledge of strategies for the individual to resist negative consequences of stress

### **Competence and skills**

- ability to make basic use of questionnaires
- ability to identify both problems and possible solutions for achieving healthier workplaces
- ability to independently perceive 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 research information in work and organisational psychology

### **Judgement and approach**

- ability to critically reflect on procedures in connection with the selection and recruitment of staff
- ability to reflect on various types of leadership
- ability to interrogate issues of gender in connection with leadership
- ability to reflect on and interrogate aspects of gender in working life
- ability to interrogate issues of the individual on the flexible labour market and the occurrence of work-related stress
- ability to reflect on circumstances relating to a changeable working life and job insecurity
- ability to make critical assessments of information concerning work and organisational psychology
- ability to assess research information about 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 the environment and organisation of work with regard to human needs and circumstances. The module deals with the psychological aspects of a number of key areas of work and organisational psychology. The areas addressed include motivation, job satisfaction, leadership, organisational theory, organisational development, the design of physical work environments and technology, teamwork, workplace bullying, selection and recruitment, and performance measurement. Furthermore, the module provides examples of different methods and the use of descriptive statistics.

## Module 2. Social Processes in Organisations (15 credits).

The aim of the module is to communicate understanding of mental and social processes that characterise people's participation in working life. It deals with the cognitive, emotional and communicative processes that make people find meaning in existence. The theoretical perspective is used as a starting point for specialised understanding of three topical phenomena in working life: negotiation (processes leading to successful consensus between different parties), teamwork (the development, efficiency, creativity and innovation, conflict solution and composition of the team) and leadership. Methods of relevance to work and organisational psychology research and investigations are addressed with a focus on qualitative techniques and questionnaire methodology.

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

The module deals with the theories of the psychosocial work environment, health and mental well-being. Emphasis is placed on the individual 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, work and family imbalance, and new technology in connection with stress. A key focus is placed on the identification of both problems and potential solutions to create healthier workplaces. Job design, coping and individual opportunities to resist negative consequences of stress through preventive and curative strategies (e.g. stress management) are addressed.

Issues concerning work environments, stress and health are analysed from a gender perspective. Having arrived at module 3, students are expected to take considerable independent responsibility of their own learning process. Major emphasis is placed on analysis and synthesis of the knowledge acquired.

## Course design

The teaching consists of classes, group work, laboratory sessions, seminars and problem-oriented learning components. Participation in group exercises, laboratory sessions, seminars and problem-oriented learning components is compulsory. Unless there are valid reasons to the contrary, participation is compulsory. 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 been absent because of duties as an elected student representative.

## Assessment

The assessment is based on written tests, participation in group work, presentation of group assignments (module 2) and paper writing (part of the assessment of module 3-1, 7.5 credits), oral presentation of the thesis (part of the assessment of module 3-

2, 0 credits) and critical review of another paper (part of the assessment of module 3-3, 0 credits). Three opportunities for examination are offered in conjunction with the course: a first examination and two re-examinations. Within a year of the end of the course, two further re-examinations on the same course content are offered. 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 A and the lowest passing grade is 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.

Module 3, paper writing, oral presentation and critical review are exempted from the grading scale above. The grades awarded for these components are Pass or Fail. For the grade of Pass, the student must show acceptable results. For the grade of Fail, the student must have shown unacceptable results. For a grade of Pass on module 3, the student must have been awarded a grade of Pass on all components graded Pass or Fail (assessment 3-1, 3-2 and 3-3)

The grade on the whole course is determined by a weighted average of the grades for modules 1 and 2. Figures are rounded off to the higher grade. A grade on the whole course requires a Pass.

## **Entry requirements**

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

## Subcourses in PSYD32, Psychology: Work- and Organizational Psychology

Applies from V17

- 1601 Introduction to Work and Organizational Psychology, 7,5 hp  
Grading scale: Fail, E, D, C, B, A
- 1602 Social Processes in Organisation, 15,0 hp  
Grading scale: Fail, E, D, C, B, A
- 1603 The Human Being in Changing Working Life, 7,5 hp  
Grading scale: Fail, Pass
- 1604 Compulsory Moments the Human Being in Changing Working Life, 0,0 hp  
Grading scale: Fail, Pass