

COURSE UNIT INFORMATION SHEET (SYLLABUS)

2020/2021

Name Psychology of Human Resources, Work and Organizations
Teaching staff Maria Eduarda Duarte Isabel Paredes (Professor in charge) Vânia Sofia Carvalho
ECTS 6 ECTS
Functioning Wednesdays (from 1:15 pm to 5:00 pm) - necessary adjustments will be made depending on the current pandemic contingency. The Course Unit consists of three modules with: - Theoretical synchronous classes through the zoom platform; - Theoretical-practical classes with students attending faculty on alternate weeks according to the division of the class - the part of the class that does not goes to the faculty in a given week, will attend the class live, via zoom. - For better functioning of the practical component, practical cases will be given that the students must solve in a group and that must be sent to the module's teacher until the eve of the next class. The groups will be chosen randomly through the moodle platform. Taking into account the situation of the evolution of the pandemic, and the consequent assessment of the risk situations of teachers (belonging to teachers in risk groups) and students, adjustments may occur throughout the semester.
Learning goals To develop an integrated knowledge (theoretical and applied) on Psychology of Human Resources, Work and Organizations (PHRWO) and a global perspective of the intervention of the psychologist in the field of Human Resources, Work and Organizations; To acquire and build the knowledge to understand the current work context; To understand the importance that work has in people's lives; To acknowledge the impact of technology and current working practices on job content and person specifications; To identify emerging topics in PHRWO with impact on Human Resources Management;

To analyze the workers satisfaction level and its consequences on individuals and organizations;
 To differentiate organizational variables with predictive value to explain organizational satisfaction;
 To find PHRWO contributions to other fields of knowledge;
 To envision the individual development interaction in the organizations;
 To present research subjects in PHRWO.

Skills to be developed

- Appreciating PHRWO specific contributions and its complementarities in the different contexts of employment, employability and organizations;
- Acquiring knowledge about research and interventions in PHRWO.

Prerequisites (precedence)

Not applicable

Contents

Course unit introduction: goals, functioning, evaluation. Contents overview.

PHRWO Section overview: Objectives, course unites and functioning.

Human Resources Psychology: from Taylorism approaches to Ethnomethodology perspective.

Human Resources Psychology: the individual and the organization. The decent work.

The evolution of work concept. The origins and development of PHRWO. What do work psychologists do. Changes in the world of work.

Working place practices current trends and their implications to PHRWO. Current working practices: telework, virtual teams and organizations, collaboration technologies, advanced manufacturing technologies, virtual reality, ergonomics.

Information and Communication Technologies application to assess and develop people at work: online assessment, multimedia tests.

The future of work and of Work Psychology. Emerging research subject: alternative work arrangements, E-workers, work-life balance, the importance of entrepreneurship, demographic changes, emigration and migration impact on workforce, cultural and ethnic diversity, young generations attitude towards work.

Work importance and satisfaction level in Portugal and Europe.

Work satisfaction effects on workers and organizations: well being, performance, intention to stay in the organization.

Organizational context variables with impact on work satisfaction: workload, autonomy ambiguity and role conflict, line manager and coworkers support and incentives.

Work satisfaction new challenges: job insecurity, virtual teams, work-life balance.

Human Resources, Work and Organizational Psychology in several contexts.

Bibliography

Arnold, J., Randall, R., Silvester, J., Patterson, F., Robertson, I., & Cooper, C. (2010). *Work psychology: understanding human behaviour in the workplace* (5th ed.). Harlow: Pearson Education Limited.

Chambel, M. J. & Curral, L. (2008). *Psicologia organizacional. Da estrutura à cultura*. Lisboa: Livros Horizonte.

Chmiel, N., Fraccaroli, F., & Sverke, M. (Eds.). (2017). *An introduction to work and organizational psychology: An international perspective* (3rd ed.). West Sussex, UK: Wiley Blackwell.

Duarte, M. E. (2004). O indivíduo e a organização: Perspectivas de desenvolvimento. *Psychologica* (n.º especial), 549-557.

Duarte, M. E. (2014). As histórias que entrelaçam o indivíduo e a organização. *Revista Marketing Industrial*, 64, 36-43.

Teaching methods

Theoretical-expositive in-person sessions (with students' participation encouragement) to frame and pose/solve problems.

Theoretical-practical in-person sessions (combination of conceptual and practical components).

Evaluation Regimes

There are two evaluation regimes: **(A) General Regime** and **(B) Alternative Regime**. Only students eligible for special regime (student workers, high performance athletes, Erasmus students, etc.) can choose this special regime. These students must contact teachers until the end of October to sign up for one of the regimes, and must abide by its rules.

Evaluation Elements

Evaluation Elements (Proposed evaluation dates, deadlines for submission of papers, percentage weight of each evaluation element)

In the General Regime: Answer to a question at the end of each module, each contributing a third of the final grade. The answer to the question at the end of each module will be made with consultation and will take place in a synchronous session via zoom. Students will have an hour to answer the question and answers will be submitted via moodle with automatic plagiarism detector. ALL students included in this scheme will answer the question from home on the following dates:

- October 21st;
- November 11th;
- December 9th.

In the Alternative Final Regime One exam (composed of three questions with mandatory answer) (100%) (to be carried out at the time of exams also through the zoom platform, with a consultation nature. The answers will also be submitted through moodle with automatic plagiarism detector).

Rules for grade improvement and for students having previously failed the course unit

For students who have failed in the general regime or want to improve grade: final written examination in second examination period (60%) and an individual written assignment about one of the topics discussed during the classes (40%).

NOTE: The system of evaluations may change for pandemic reasons, and be adapted to contingency norms.

Requirements on attendance and punctuality

Not applicable.

Rules for special students

See alternative evaluation regime.

Language of instruction

Portuguese. Erasmus students can give their answers and present their written works in English or Spanish.

Disciplinary violations and penalties

According to the Evaluation of Learning Regulation of the Faculty of Psychology of the University of Lisbon, the following behaviors are considered as disciplinary offenses subject to disciplinary action:

- a) To use or attempt to use materials, information, notes, study resources or other objects and equipment not authorized in academic exercises;
- b) To help or try to help a colleague in committing a disciplinary offense;
- c) To submit the same written work for evaluation in different course units without permission from the instructors, even if with minor changes;
- d) To present someone else's work as one's own;
- e) To forge, or change without permission from the author, any information or citation in an academic work;
- f) To interfere, change or attempt to change grades;
- g) To try to prevent or interfere with the proper functioning of classes, research or other academic activities;
- h) To make false accusations regarding instructors, governance bodies, other students or non-teaching staff of the FPUL;
- i) To falsify signatures in attendance sheets, documents relating to evaluation elements or in any official document relating to an academic process or status.

Disciplinary offenses committed in any assessment element can lead to its annulment, and must be reported to the Pedagogical Council or, considering their gravity and repetition, may lead to other penalties, to be determined by the Rector of the University of Lisbon.

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