

COURSE UNIT INFORMATION SHEET (SYLLABUS)

2023/2024

Study Programme - Undergraduate degree in Psychology

<p>Name</p> <p>Psychology of Human Resources, Work and Organizations</p>
<p>Teaching staff (Also indicate the Professor in charge)</p> <p>Maria José Chambel (Professor in Charge)</p> <p>Manuel Rafael</p> <p>Afonso Carvalho</p>
<p>ECTS</p> <p>6</p>
<p>Functioning</p> <p>4h a week (TP)</p>
<p>Learning goals</p> <p>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 this field; 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' well-being and its consequences on individuals and organizations; To differentiate organizational variables with predictive value to explain organizational well-being; To find PHRWO contributions to other fields of knowledge; To envision the individual development interaction in the organizations; To present research subjects in PHRWO.</p>
<p>Skills to be developed</p> <ul style="list-style-type: none"> - 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 (precedences) *

N/A

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 workers' well-being in Portugal and Europe.

Well-being effects on workers and organizations. Organizational context variables with impact on workers' well-being: workload, autonomy ambiguity and role conflict, line manager and coworkers support and incentives.

Workers' well-being 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.). Pearson Education Limited.

Chambel, M.J., Carvalho, V.S. & Carvalho, A. (2022). *Reinventing the Workplace: The adoption of teleworking post-COVID times*. In C. Machado and J.P. Davim (Eds.), *Organizational Management In Post Pandemic Crisis* (pp. 53- 64). Springer. <https://doi.org/10.1007/978-3-030-98052-8>

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

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

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 (General and/or Alternative)

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

A) General Regime – Individual answering to one question in class at the end of each module (each answer has a weight of one third on the final grade). Each answer should not exceed one-and-a-half-page length.

B) Alternative Regime A final written examination (three questions) (100%) according to exam scheduling.

Rules for grade improvement

The improvement of the grade, as well as the completion of the UC for students of the General Regime who do not obtain the minimum grade in the continuous assessment, consists of carrying out an exam (three questions with mandatory answer, 60%) and an individual work (maximum 10 pages, 100%).

Rules for students having previously failed the course unit *

N/A

Requirements on attendance and punctuality

N/A

Rules for special students

(workers, elite athletes, student body leaders, military, fathers/mothers, with special needs) *

N/A

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.

* If applicable