**Title of the course:** Organisational Psychology

**Course code:** PSYM21-WO-102

**Head of the course:** Kiss Orhidea

**Academic degree:** PhD

**Position:** Associate professor

**MAB Status:** A (T)

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| **Az oktatás célja angolul** |

**Aim of the course:**

As a result of the course students will learn the main theories of organisational psychology. They get an introduction on the psychological factors of individual, team and organizational performance and effectiveness. The course will give an overview of the current issues of organisational psychology: challenges organizations and their members must deal with in today’s business environment.

**Learning outcome, competences**

knowledge:

* Foundations of organisational psychology
* Individuals and groups in organisations
* Reframing organisations
* Organizational culture: definition, components and relationship with strategy
* Organisational learning and learning organisations
* How organisations change and develop

attitudes:

* Representing evidence based organizational psychology
* Accepting the role and importance of psychological capital

skills:

* Ability to provide a clear explanation of organizations and workplaces according to scientific models and the results of organizational psychology research
* Systems thinking

autonomy/ responsibility:

* On the basis of their knowledge, students are able to interpret organizational procedures on their own in the context of psychology
* The acquired knowledge should be applied in accordance with the ethical guidelines of psychology
* They should fully respect the rules of the given organization.

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| **Az oktatás tartalma angolul** |

**Topics of the course**

* Organisational psychology as a field of applied psychology and a scientific area
* Understanding individuals in organizations. Role of personality factors. Classic and modern theories of work motivation
* Teams in organisations. Effects of group work on performance. Trust in teams. How teams develop. Diversity in teams. Formal and informal networks. Virtual teams. Psychology of crowdsourcing.
* Reframing organizations: machine, living organism, political arena, psychic prison, and other symbolic perspectives.
* Definition of organizational culture. Diagnosing and changing organizational culture. Cultural differences in organisations. Meaning making in organizations and organizational narratives.
* Organizational learning, development and innovation. Psychological aspects of knowledge sharing. Mental models and organizational memory. Characteristics of learning organizations, collective learning and reflectivity.
* Positive organisational research. The construct and measurement of psychological capital.
* The organization as a complex and chaotic system. Research in organizational psychology.
* Role of emotions in organizations.

**Learning activities, learning methods**

* Participatory lectures, student presentations, experiential exercises and self-assessment questionnaires
* Guest lecturers from the field of organizational psychology

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| **A számonkérés és értékelés rendszere angolul** |

**Learning requirements, mode of evaluation, criteria of evaluation:**

requirements

* knowledge of the course material and the readings
* student presentations

mode of evaluation:

* test (exam)

criteria of evaluation:

* exam (80%)
* student presentation (20%)

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| **Idegen nyelven történő indítás esetén az adott idegen nyelvű irodalom:** |

**Compulsory reading list**

* Landy F.J., Conte J.M. Work in the 21st Century: An introduction to industrial and organizational psychology. 3rd ed. Wiley, 2010. P. 3-28.

**Recommended reading list**

* Porter, L. W., & Schneider, B. (2014). What was, what is, and what may be in OP/OB. Annual Review of Organizational Psychology and Organizational Behavior, 1, 1–21.
* Schein E.H. (2015). Organizational Psychology Then and Now: Some Observations. Annual Review of Organizational Psychology and Organizational Behavior, 2, 1–19.
* Briner, R.B. & Rousseau, D.M. (2011). Evidence-Based I-O Psychology: Not there yet. Industrial and Organizational Psychology: Perspectives on Science and Practice, 4, 3-22.
* Schmitt, N. & S. Highhouse (Eds.). (2012) Handbook of Psychology: Industrial and Organizational Psychology (vol 12, revised).

**Course-specific information (specific to a given lecture or seminar)**

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| **General data** |

**Specific (sub)title of the course (if relevant):**

**Specific (sub)code of the course (if relevant):**

**Date and place of the course:**

**Name of the lecturer:**

**Department of the lecturer:**

**Email of the lecturer:**

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| **Specific syllabus/schedule of the lecture/seminar (if relevant)** |



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| **Further specific information (eg. requirements) (if relevant)** |