

**1. General information****Course:** INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY (PART TWO)**Code:** 43316**Type:** CORE COURSE**ECTS credits:** 6**Degree:** 325 - UNDERGRADUATE DEGREE IN LABOUR RELATIONS AND HUMAN RESOURCES DEVELOPMENT (AB)**Academic year:** 2023-24**Center:** 111 - FACULTY OF INDUSTRIAL RELATIONS AND HUMAN RESOURCES OF ALBACETE**Group(s):** 10**Year:** 2**Duration:** C2**Main language:** Spanish**Second language:****Use of additional languages:****English Friendly:** Y**Web site:****Bilingual:** N**Lecturer:** PABLO CESAR OLIVOS JARA - Group(s): 10

Building/Office	Department	Phone number	Email	Office hours
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2. Pre-Requisites

Not established

3. Justification in the curriculum, relation to other subjects and to the profession

Psychology has experienced, in decades, an important growth, in relation to the number of psychologists in the exercise as to their presence in various areas of professional performance. The most important fields of professional practice of Psychology in Spain have been defined by the General Council of Official Colleges of Psychologists (CGCOP), describing the major fields of professional practice among which is the psychology of work and organizations. In the public administration (state, autonomous and local), the psychologist is professionally incorporated in several areas: health system, educational system, penitentiary institutions, social welfare system, etc.

This course allows students to introduce psychological conceptualization and theorizing, with emphasis on psychosocial processes related to group behavior and different aspects of organizational behavior. Allow relating general knowledge of Psychology, Social Psychology, and Organizations with related subjects in the field of labor sciences and other subjects of the degree in Labor Relations.

4. Degree competences achieved in this course**Course competences**

Code	Description
E10	Ability to advise and manage on matters of Social Security, social assistance and complementary social protection.
G01	Ability to understand the structure and functioning of the product and labor markets.
G02	Capacity for legal reasoning and interpretation, understanding the general theory of legal norms.
G06	Ability to draft and interpret contracts and to advise on civil liability.

5. Objectives or Learning Outcomes**Course learning outcomes**

Description

Development of professional activities in accordance with ethical principles and respect for fundamental rights.

Exhibition and defense of matters related to the subject.

Seeking, analyzing and summarizing information.

Knowledge of group management techniques, motivation, and improvement of the organizational climate.

6. Units / Contents**Unit 1:****Unit 2:****Unit 3:****Unit 4:****Unit 5:****7. Activities, Units/Modules and Methodology**

Training Activity	Methodology	Related Competences (only degrees before RD 822/2021)	ECTS	Hours	As	Com	Description
Class Attendance (practical) [ON-SITE]	Combination of methods	E10 G01 G06	1.8	45	Y	N	
Writing of reports or projects [OFF-SITE]	Group Work	E10 G01 G02	1.6	40	Y	Y	

Workshops or seminars [ON-SITE]		E10 G02	0.2	5	Y	N
Group tutoring sessions [ON-SITE]		E10 G02	0.32	8	Y	N
Study and Exam Preparation [OFF-SITE]	Self-study	E10 G01 G02 G06	2	50	Y	Y
Final test [ON-SITE]	Assessment tests	E10 G01 G02 G06	0.08	2	Y	Y
Total:			6	150		
Total credits of in-class work: 2.4			Total class time hours: 60			
Total credits of out of class work: 3.6			Total hours of out of class work: 90			

As: Assessable training activity

Com: Training activity of compulsory overcoming (It will be essential to overcome both continuous and non-continuous assessment).

8. Evaluation criteria and Grading System			
Evaluation System	Continuous assessment	Non-continuous evaluation*	Description
Final test	50.00%	100.00%	
Projects	40.00%	0.00%	
Other methods of assessment	10.00%	0.00%	
Total:	100.00%	100.00%	

According to art. 4 of the UCLM Student Evaluation Regulations, it must be provided to students who cannot regularly attend face-to-face training activities the passing of the subject, having the right (art. 12.2) to be globally graded, in 2 annual calls per subject, an ordinary and an extraordinary one (evaluating 100% of the competences).

9. Assignments, course calendar and important dates	
Not related to the syllabus/contents	
Hours	hours
Unit 1 (de 5):	
Activities	Hours
Class Attendance (practical) [PRESENCIAL][Combination of methods]	45
Writing of reports or projects [AUTÓNOMA][Group Work]	40
Workshops or seminars [PRESENCIAL][]	5
Group tutoring sessions [PRESENCIAL][]	8
Study and Exam Preparation [AUTÓNOMA][Self-study]	50
Final test [PRESENCIAL][Assessment tests]	2
Global activity	
Activities	hours
Writing of reports or projects [AUTÓNOMA][Group Work]	40
Group tutoring sessions [PRESENCIAL][]	8
Workshops or seminars [PRESENCIAL][]	5
Study and Exam Preparation [AUTÓNOMA][Self-study]	50
Class Attendance (practical) [PRESENCIAL][Combination of methods]	45
Final test [PRESENCIAL][Assessment tests]	2
Total horas: 150	

10. Bibliography and Sources						
Author(s)	Title/Link	Publishing house	Citv	ISBN	Year	Description
Trechera, Jose Luis	Introducción a la psicología del trabajo	Desclée de Brouwer		84-330-1517-6	2003	
Gibson, J.L., Ivancevich, J.M., y Donnelly, J.H.	Las Organizaciones. Capítulo 5: "Motivación: teorías de contenido y sus aplicaciones"	IRWIN		84-8086-266-1	1996	
Guillén Gestoso, Carlos	Psicología del trabajo para relaciones laborales	McGraw-Hill, Interamericana de España		84-481-2518-5	1999	
Alcover de la Hera, C. M.,Martínez, D., Rodríguez, F. y Domínguez, R.	Introducción a la psicología del trabajo	McGraw-Hill		84-481-4068-0	2004	
Blanco Abarca, Amalio	Psicología de los grupos	Pearson Prentice Hall		84-205-3911-2	2004	
Garmendia, J.A. y Parra-Luna, F.	Sociología industrial y de los recursos humanos. Capítulo 7: "Cultura de la empresa"	Taurus Universitaria		84-306-0096-5	1993	
Morales, P.	Implicaciones para el profesor de una enseñanza centrada en el alumno	Universidad Pontificia de Comillas			2005	
Pereda Marín, Santiago	Psicología del trabajo: teoría y práctica	Síntesis		978-84-975658-1-3	2008	
Thèvenet, M.	Auditoría de la Cultura Empresarial	Ed. Díaz de Santos			1991	
	Estrés, burnout y mobbing:					

Morán, C.	recursos y estrategias de afrontamiento	Amarú, D.L.	84-8196-232-5	2005
Myers, David G.	Psicología social	McGraw-Hill	978-970-10-5398-0	2005
Gómez Mejía, Balkin, y Cardy	Gestión de Recursos Humanos. Capítulo 4: Reclutamiento, selección y socialización de empleados	Prentice Hall		1996
Gómez-Jarabo, y Olavarrieta	Estrés laboral y síndrome de burnout: una revisión			2006
Dyer, W.	Formación de equipos. Problemas y Alternativas. Capítulos 2, 3 y 4	Addison Wesley		1988
Tonon, G.	Calidad de vida y desgaste profesional: una mirada del síndrome del burnout	Espacio Editorial	950-802-152-7	2003
Gibson, J.L., Ivancevich, J.M., y Donnelly, J.H.	Las Organizaciones. Capítulo 6: "Motivación: teorías y aplicaciones sobre este proceso"	IRWIN	84-8086-266-1	1996
López Camps, J.	Planificar la formación con calidad	CissPraxis		2005
Morán, C.	Psicología del trabajo : nociones introductorias	Aljibe	84-9700-263-6	2005
Ovejero Bernal, Anastasio	Psicología del trabajo en un mundo globalizado	Biblioteca Nueva	84-9742-598-7	2006
Chiang, M.	Relaciones entre el clima organizacional y la satisfacción laboral	Universidad Pontificia Comillas	978-84-8468-305-6	2010
Chiavenato, I.	Administración de recursos humanos	McGraw-Hill	978-607-15-0560-6	2011
Smith, E.R.	Psicología social	Editorial Médica Panamericana	84-7903-337-1	1997
De Quijano, S.	Introducción a la psicología de las organizaciones	PPU	84-7665-069-8	1987
Garmendia, J.A.	Tres culturas. Organización y recursos humanos.	ESIC	84-7356-099-X	1994
Myers, D.G.	Exploraciones de la psicología social	McGraw-Hill	978-84-481-6280-1	2007
Muchinsky, P.M.	Psicología aplicada al trabajo	Paraninfo	84-283-2746-7	2004