



Study-Unit Description

CODE PPL1924

TITLE Industrial Psychology

LEVEL 01 - Year 1 in Modular Undergraduate Course

ECTS CREDITS 4

DEPARTMENT Public Policy

DESCRIPTION **Objectives:**

The study-unit aims to provide the students with an opportunity to expand their understanding of organisational dynamics, behaviours by engaging in several key topics in organisational psychology. This will be achieved by group discussions, short lectures and student driven presentations.

At the end of the study-unit students will be able to:

- identify the major theoretical concepts in Organisational Psychology;
- integrate theory and research in today's workplace;
- understand how the science of human behaviour is used to select, develop, and manage employees;
- learn how organisations can create a supportive work environment.

Content:

- The principles of the main schools of thought with a focus on

Organisational Psychology

- The analysis of work in the 20th and 21st Centuries from a psychosocial perspective
- The nature and context of organisations as social and complex systems
- Handling emotions in the Workplace – Emotional Intelligence
- Motivating oneself at the workplace
- How to be a good communicator at the workplace
- Assertiveness at the work place
- Organisational Culture & Climate
- Elusive Work-Life Balance and Stress
- Resolving Conflict at the work place
- Performance management tools
- Effective and Ineffective Teams
- Effective Decision Making
- Leadership
- Appreciating Power and Organisational Structure
- Career Advancement and HR development
- The Changing Workplace
- Today's and Tomorrow's Workplace.

Learning Outcomes:

1. Knowledge and Understanding

At the successful completion of the study-unit learners will be able to:

- demonstrate advanced knowledge in organisational psychology, including a discussion of its historical origins and development;
- examine critically the conceptual and theoretical frameworks relating to organisational psychology.

2. Skills

At the successful completion of the study unit learners will be able to:

- review contemporary organisational psychology topics;
- evaluate critically the nature of communication leadership, Emotional intelligence within organisations;
- examine critically the role of organisational culture in relation to organisational functioning, staff satisfaction and organisational performance.

Main Text/s and any supplementary readings:

- Truxillo, D.M., Bauer, T.N. & Erdogan, B. (2016). Psychology and Work- Perspectives on Industrial and Organizational Psychology. London-Routledge.
- Arnold, J. & Randall, R. (2016). Work psychology: understanding human behaviour in the workplace. London: Pitman Publishing.
- Mullins, L.J. (2010). Management & Organisational Behaviour, London: Pearson.

Reading List

- Relevant course notes, reading lists, online articles will be uploaded on VLE for all learners to access.
- Belinda Renee Barnett, Lisa Bradley, (2007) "The impact of organisational support for career development on career satisfaction", Career Development International, Vol. 12 Issue: 7, pp.617-636, <https://doi.org/10.1108/13620430710834396>.
- Jelena Zikic, Milorad M. Novicevic, Michael Harvey, Jacob Breland, (2006) "Repatriate career exploration: a path to career growth and success", Career Development International, Vol. 11 Issue: 7, pp.633-649, <https://doi.org/10.1108/13620430610713490>.
- Kondrasuk, Jack N.T. (2012) "The Ideal Performance Appraisal is a Format, Not a Form". Academy of Strategic Management Journal, Vol. 11 Issue 1, p115-130.

STUDY-UNIT TYPE	Lecture			
METHOD OF ASSESSMENT	Assessment Component/s	Assessment Due	Resit Availability	Weighting
	Presentation	SEM1	Yes	40%
	Examination (2 Hours)	SEM1	Yes	60%
LECTURER/S	Josette Barbara Cardona Robert Cassar (Co-ord.) Georgina Debattista Christine Scerri			

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The availability of optional units may be subject to timetabling constraints.

Units not attracting a sufficient number of registrations may be withdrawn without notice.

It should be noted that all the information in the study-unit description above applies to the academic year 2019/0, if study-unit is available during this academic year, and may be subject to change in subsequent years.

<https://www.um.edu.mt/course/studyunit>