

Organizational Psychology GR. 1B - ON SITE (EM1F4M4B1B)

Program	PGE
Course set (UE) / Credits (ECTS) / Track / Specialization	Module :Organizational Psychology : 5 ECTS. <ul style="list-style-type: none">• BEM Bachelor in European Management• PGE 2A - English track
Discipline	Management
Year	2020
Semester	A
Open for visitors	yes (5 ECTS)
Available spots	20

Coordinator

José Luis VALLEJO GARCIA

Lecturers

Instructor	Population	Email
José Luis VALLEJO GARCIA	Population	jose.vallejo@em-strasbourg.eu

Course format

Working language :	English
Volume of contact hours :	27 h
Workload to be expected by the student :	108 h

Course track

Track : Attendance

Attendance track :

Attendance at lectures/tutorials and intermediate/final assessments is mandatory. As in-class work constitutes an essential element of evaluation, any unjustified absence will be penalized (*see Study and Examination Regulations*) and factored into the final grade (*see Assessment*).

Autonomous track :

Attendance at intermediate/final assessments is mandatory, but students have the option of attending lectures/tutorials.

Attendance at lectures/tutorials and intermediate/final assessments is mandatory for all degrees making up the Master's Program and all degrees involving co-op (*apprentissage*). Attendance track must therefore be selected.

Contribution of the course to the educational objectives of the program

How the course contributes to the program :

BEM Bachelor in European Management

PGE 2A - English track

Description

This course will examine the main concepts of human psychology within organizations. The purpose is to develop solid theoretical-conceptual competences on organizational psychology and its understanding as a discipline within organizations as well as its characteristics in a contemporary perspective.

Educational organisation

In class

Lectures

In groups

Exercises

Case studies/texts

Oral presentations

Interaction

Games (educational, role play, simulation)

Discussions / debates

Learning outcomes

Upon completion of this course, students should be able to :

- **Describe** psychology and what organizational psychologists do.
- **Explain** the role of industrial/organizational theory in the workplace.
- **Analyze** how organizational assumptions are evaluated.
- **Develop** reasoning for the usefulness of organizational psychology in the workplace.
- **Identify** the biological and cultural aspects of Psychology.
- **Justify** the connection between scientific inquiry and the creative and artistic dimensions in the field of Psychology.
- **Defend** the utility of industrial/organizational psychology through research.
- **Synthesize** the role of human behavior, particularly at the individual, familial, organizational, and societal levels.

Outline

- Basics of psychology
- Theory of psychology
- Individual behaviour
- Human nature
- Determinants of personality
- Transcultural psychology
- Human development
- Personal conscience
- Professional psychology
- Professional identity
- Psychology of the organization
- The psychology of management
- Organizational culture
- Organizational behaviour
- Corporate identity

Prerequisites

Key concepts to understand :

Knowledge of :

Students must have basic knowledge of general management and HR.

Teaching material

Documents in all formats

- Syllabus
- Worksheets
- Case studies

Software

- Office Pack (Word, Excel, PowerPoint, Access)

Recommended reading

Major works :

- Davidson, M. J. and Fielden, S. L. (2003). Individual Diversity and Psychology in Organizations (Wiley Handbooks in Work & Organizational Psychology). England: John Wiley & Sons Ltd.
- Truxillo, D. M, Bauer, T. N. and Erdogan, B. (2015). Psychology and Work: Perspectives on Industrial and Organizational Psychology. 1st Edition. New York: Routledge.

Further reading :

- Aamodt, M. G. (2016). Industrial/Organizational Psychology. An Applied Approach. 8th Edition. United States: Cengage Learning.
- Spector, P. E. (2016). Industrial and Organizational Psychology: Research and Practice, Seventh Edition: Research and Practice. Seventh Edition. John Wiley & Sons Ltd.

Research works by EM Strasbourg :

- Vallejo García, J. L. (2015). Intercultural Competence: A Conducive Factor of Managers' Readiness for Organizational Change. Hamburg: Kovac Dr. Verlag.

Assessment

Intermediate evaluation / continuous assessment 1 :

written + oral (20 min) / individual / English / weighting : 20%

additional information : To be announced in class depending on the topic

Final assessment : last session

oral (20 min) / in group / English / weighting : 30%

additional information : Students will be organized in teams in order to prepare a presentation. Specific topics will be distributed by the professor.

Final assessment : exam week

written (20 min) / individual / English / weighting : 50%

additional information : Students will have to write an essay of 1,500 words about the concept of intercultural competence associated with a specific area of management. The list of topics and distribution will be provided by the professor.

Grounds for expulsion from classes

Behaviors such as

arriving late, leaving early, or exiting the classroom at inopportune moments during class

ostentatiously eating or drinking in class

using smartphones or laptops for non-class-related purposes

reading texts unrelated to the course

discussing topics unrelated to the course

disrespecting the lecturer

may lead to expulsion from the class/course.