

Teams and Work Motivation in Organizations (H002022)

Due to Covid 19, the education and evaluation methods may vary from the information displayed in the schedules and course details. Any changes will be communicated on Ufora.

Course size	<i>(nominal values; actual values may depend on programme)</i>		
Credits 7.0	Study time 210 h	Contact hrs	45.0 h

Course offerings and teaching methods in academic year 2021-2022

A (semester 1)	English	Gent	online group work	0.0 h
			online lecture	0.0 h
			online seminar: coached exercises	0.0 h
			seminar: coached exercises	15.0 h
			lecture	30.0 h

Lecturers in academic year 2021-2022

Lang, Jonas	PP51	lecturer-in-charge
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Offered in the following programmes in 2021-2022

	crdts	offering
Bachelor of Science in Psychology (main subject Personnel Management and Industrial Psychology)	7	A
Exchange programme in Economics and Business Administration	7	A
Exchange Programme in Psychology	7	A
Linking Course Master of Science in Psychology (main subject Personnel Management and Industrial Psychology)	6	A
Preparatory Course Master of Science in Psychology (main subject Personnel Management and Industrial Psychology)	6	A

Teaching languages

English

Keywords

organizational behavior, organizational science, organizational psychology, work motivation, teams

Position of the course

This course contributes to the education Bachelor of Psychology, specialization Work Psychology, Organizational Psychology, and Personnel Management.

Contents

This course addresses the following topics:

- Organizational research
- The scientist-practitioner model
- The multilevel perspective
- Diversity in teams
- Job satisfaction
- Emotions in organizations
- Theories of work motivation
- Motives and behavior in organizations
- Goal setting
- Organizational justice
- Cross-cultural issues
- Motivational processes in teams
- Composition models
- Communication in teams

- Negotiation
- Leadership in teams
- Organizational culture and climate
- Motivation to change in organizations

Initial competences

This module builds on the course "Inleiding Bedrijfspsychologie".

Final competences

- 1 Understanding theories on teams and work motivation in organizations
- 2 Understanding basic empirical findings on teams and work motivation
- 3 Applying theories to organizational issues and business problems
- 4 Comparing and contrasting different theories on teams and work motivation
- 5 Basic understanding of the empirical evidence for particular theories on teams and work motivation
- 6 Using measurement instruments for motivational and team constructs
- 7 Basic understanding of multilevel issues in organizational research
- 8 Taking ethical, societal, and environmental issues into account in organizational decision making

Conditions for credit contract

Access to this course unit via a credit contract is determined after successful competences assessment

Conditions for exam contract

This course unit cannot be taken via an exam contract

Teaching methods

Lecture, seminar: coached exercises, online group work, online lecture, online seminar: coached exercises

Extra information on the teaching methods

For the lectures, the students follow virtual presentations and participate in exercises and team work.

For the werkcolleges, the students do exercises in groups. These exercises include literature reviews and reports, interviews, and presentations.

The exercises during the werkcolleges are the basis for the permanent evaluation.

Learning materials and price

Robbins, S. P., & Judge, T. A. (2018). *Organizational behavior* (Global 18th edition). Harlow, UK: Pearson Education (ISBN-13: 978-1292259239)

available via VPPK

Articles available via Ufora

overall price for book and printing materials: 75€

References

Jex, S. M., & Britt, T. W. (2014). *Organizational psychology: A scientist-practitioner approach* (3rd ed.). New Jersey: John Wiley & Sons.

Kanfer, R. (2009). Work motivation: Identifying use-inspired research directions. *Industrial and Organizational Psychology, 2*, 77–93. <https://doi.org/10.1111/j.1754-9434.2008.01112.x>

Kozlowski, S. W. J., & Ilgen, D. R. (2006). Enhancing the effectiveness of work groups and teams. *Psychological Science in the Public Interest, 7*, 77–124. <https://doi.org/10.1111/j.1529-1006.2006.00030.x>

Course content-related study coaching

- Interactive support using Ufora.

Evaluation methods

end-of-term evaluation and continuous assessment

Examination methods in case of periodic evaluation during the first examination period

Written examination with multiple choice questions

Examination methods in case of periodic evaluation during the second examination period

Written examination with multiple choice questions

Examination methods in case of permanent evaluation

Participation, assignment

Possibilities of retake in case of permanent evaluation

examination during the second examination period is possible

Extra information on the examination methods

Details on periodic evaluation: Multiple-choice exam with 40 questions

Details on permanent evaluation:

- Method: A variety of exercises like literature reviews and reports, interviews, and presentations.
- Active participation is required for the exercises and teamwork in both the werkcollege and the hoorcollege.
- Frequency: The Evaluation is based on exercises made during the session
- Description of second exam opportunity: There is no opportunity for a retake.
- Feedback: Short feedback and grade through Ufora/grades.

Calculation of the examination mark

In case this course counts for 6 or 7 credits in students' curriculum, the examination score is based on a combination of periodic (70%) and permanent (30%) evaluation.

In case this course counts for 4 or 5 credits in students' curriculum, the examination score is based only on the periodic evaluation (100%).

Students who eschew one or more parts of the evaluation can no longer pass the course. Final scores will be reduced to the highest non-deliberative quotation (7/20) in case the final score is higher.

Partial results can be transferred to the next examination period within the same academic year. Partial results will never be rounded.

Facilities for Working Students

Working students have the option to choose the group for the werkcolleges if they contact the responsible teacher before the official group enrollment.