

## SUBJECT (MODULE) DESCRIPTION

Subject name	Code
<b>Organizational Psychology</b>	

Staff	Faculty
<b>Co-ordinator:</b> Assoc.Prof. Dr. Dalia Bagdžiūnienė <b>Other(s):</b>	Faculty of Economics

Study cycle	Type of study
Second	Elective

Form of implementation	Period of implementation	Language of instruction
Contact	Autumn (3 <sup>rd</sup> ) semester	English

Requirements for student			
Prerequisites: Management		Additional requirements (if any): none	
Number of ECTS credits	Student's workload	Contact hours	Individual work
5	136	24	112

Aims of the course: competency development
<p><i>1. To develop knowledge:</i></p> <ul style="list-style-type: none"> <li>• How to analyse behavioural characteristics of people at work and to understand processes related with individual and group behaviour.</li> <li>• How to understand psychological characteristics affecting performance processes and work results on individual, group and organizational levels.</li> <li>• How the knowledge of the contemporary organizational psychology theory and research is used to help people get the most out of work i.e. to reach their potential and maximize their satisfaction.</li> <li>• How to strengthen competitive advantage of the company by using internal strengths related with psychological resources of the staff.</li> <li>• How to create internal work environment enhancing employee work motivation, morale, learning and personal development orientation.</li> </ul> <p><i>2. To develop skills:</i></p> <p><u>Practical skills:</u></p> <ul style="list-style-type: none"> <li>• Ability to analyse information describing behavioural characteristics of employees' or work groups and to use it for the decisions related with performance improvement.</li> <li>• Ability to use of appropriate research methods to measure human performance, factors related with performance and work environment on individual, group and organizational levels.</li> <li>• Ability to use appropriate methods for the increasing employee activity and work motivation, performance analysis and evaluation, improving employee morale and work orientation, creating positive psychological climate based on cooperation.</li> </ul> <p><u>Cognitive skills:</u></p> <ul style="list-style-type: none"> <li>• Ability to demonstrate a range of generic cognitive and critical thinking skills including the ability to develop original and creative responses to problems and issues related with employees' behaviour and performance improvement.</li> <li>• Ability to apply scientific principles in the evaluation of the outcomes of personal work experience, use appropriate methods to receive feedback information from social environment, improve personal professional activities and competencies on the basis of careful analysis of the whole range of feedback information.</li> <li>• Ability to analyse all types of social information received from practical communication situations, and to use it to create positive social relations with employees or customers.</li> </ul> <p><u>Transferable skills:</u></p>

<ul style="list-style-type: none"> <li>• Ability to review, consolidate and extend professional and social knowledge.</li> <li>• Critical thinking skills.</li> <li>• Reasoning skills.</li> <li>• Problem solving skills.</li> <li>• Oral and written presentation skills.</li> </ul>		
Learning outcomes	Teaching methods	Assessment methods
Students will:		
Improve knowledge of psychology applied to work and will be able to apply it in problem solving situations at work	Lectures (problem based learning), individual studies	Closed and open test questions
Be able to analyse and understand the role of psychological characteristics of human behaviour at work		
Improve analytical and creative thinking skills related with the problem evaluation and solving at work	Lectures (problem based learning), individual studies, discussions in auditorium, group assignments	Closed and open test questions, written assignments
Be able to analyse and critically evaluate the possibility of direct implementation of theoretical knowledge, models of individual and group behaviour in real organizations without deep analysis of concrete circumstances.		
Be able on the basis of theoretical knowledge to gather, analyse and interpret information related with psychological aspects of employee behaviour at work, leadership, teamwork, etc.		
Improve skills of business communication, information gathering, analysing and presentation, individual and group decision making, leadership, active participation in teamwork. Etc.		
Be able to apply the knowledge of the organizational psychology in analysis of concrete situations related with employee behaviour, change management, leadership development, etc.	Case analysis, individual assignments	Written assignments

Subject themes	Contact / Individual work: time and assignments								Assignments
	Lectures	Tutorials	Seminars	Practical classes	Laboratory work	Practice	Contact hours	Individual work	
1. Organization as social system, measuring and assessing organizations.	1						1	8	study of scientific literature, practical assignment
2. Models of change implementation. The role of problem solving approach in organizational change management. Employee's behaviour in changing environment, resistance to changes.	1						1	6	study of scientific literature
3. Discussion groups as method of problem analysis and decision making. Management the discussion in groups.	1		1				2	10	study of scientific literature, practical assignment
4. Organizational consulting.	1						1	8	study of scientific

									literature , practical assignment	
5. Individuals at work: personality and individual differences. Personality theories and their role in understanding employee's behaviour.	1		1					2	6	study of scientific literature
6. Principles of employee selection. Newcomers' socialization, identification with the organization.	1		1					2	10	study of scientific literature, practical assignment
7. Attitudes towards work and organization: organizational commitment, job satisfaction, work engagement.	1		1					2	4	study of scientific literature
8. Organizational citizenship and counterproductive behaviour	1		1					2	4	study of scientific literature
9. Stress at work, sources and management. Burnout, balance of work and nonworking activities, role conflicts, work-home conflict. Employee wellbeing.	1							1	8	study of scientific literature, case analysis
10. Performance management: planning, monitoring, appraisal.	1		1					2	4	study of scientific literature
11. Work motivation.	1		1					2	10	study of scientific literature, case analysis
12. Employee development: training needs evaluation, training methods, training evaluation. The role of manager in the field of employee development.	1							1	6	study of scientific literature
13. Work groups and teams: principles of the teamwork; individual, group and organizational factors of teamwork implementation	1							1	8	study of scientific literature, practical assignment
14. Management and leadership: factors of effective leadership in leadership theories, formal and informal leader roles, leader influence.	1		1					2	6	study of scientific literature, case analysis
15. Internal organizational communication, conflicts and their management	1							1	8	study of scientific literature, practical assignment
16. Organizational culture and climate	1							1	6	study of scientific literature
<b>Total:</b>	<b>16</b>		<b>8</b>					<b>24</b>	<b>112</b>	

Assessment strategy	Share in %	Time of assessment	Assessment criteria
First (intermediate) test	10	After 9 topic	10 closed and open questions (1 point each)
Second (intermediate) test	10	After 16 topic	10 closed and open questions (1 point each)
1 practical assignment	20	According to the seminar plan	Written paper and presentation ( 20 points)
2 practical assignment	20	According to the	Presentation and discussion (20 points)

		seminar plan	
Final test (exam)	40	January	20 closed and open questions (2 points each) The final evaluation is the sum of points of three tests and two practical assignments. 95-100 points - excellent, 10 85-94 points – very well, 9 75-84 points - well, 8 65-74 points - average, 7 55-64 points - satisfactory, 6 46-54 points - weak, 5 Less than 46 points – unsatisfactory, minimum requirements are not reached, 4, 3, 2, 1.

Author	Published in	Title	Issue No. or Volume	Publishing house or Internet site
<b>Compulsory literature</b>				
McKenna, E. Business psychology and organizational behavior.	2006	Business psychology and organizational behavior.		Psychology Press
Aamodt, M. G.	2007	Industrial/organizational psychology : an applied approach.		Belmont [Calif.] : Thomson Wadsworth
Chmiel, N. (Red.).	2005	Darbo ir organizacinė psichologija.		Kaunas, Poligrafija ir informatika, 2005
Muchinsky, P. M.	2006	Psychology applied to work :an introduction to industrial and organizational psychology.		Belmont [Calif.] :Thomson Higher Education, 2006
<b>Supplementary literature</b>				
Furnham A.	2001	The psychology of behavior at work: the individual in the organization.		Psychology Press, Publ., UK, 2001
Graeme, M.	2006	Managing people and organizations in changing contexts		Amsterdam: Elsevier