ID	2425
Curricular Unit	Work Psychosociology
Regent	Paulo Ignacio Noriega Pinto Machado
Learning Outcomes	The Work Psychosociology object of study is the interactions between the various actors in the work's world. It is expected that students acquire the skills to get a sense of the influence of individual and group characteristics that influence organizational variables, such as performance, absenteeism, turnover, safety, etc.. It is also intended that the knowledge developed in the psychosociology of work, allow students to observe the organization and to characterize its structure and type of culture. With these skills can be understood, for example, the determinants of the behavior of a group or team work. Its norms, what influence the cohesion and how will these and other variables determine the performance of the group.
Syllabus	1 – Conceptual issues in work psychosociology: Work and modern organizations ergonomics; Ergonomic Vs. psychological perspective of human work analysis. 2 – Individual level variables intervening in the study of work: Biographical characteristics; Individual differences; Learning; Perception; Values and Attitudes; Satisfaction and motivation; Decision making process. 3 – Group level variables intervening in the study of work: A model of group behaviour; Socialization; Team work; Communication; Leadership; Power and politics; Conflict and negotiation; Occupational stress. 4 – Organizational level variables in the study of work: Organizational Structure; Organizational Climate and culture; Organizational Change. 5 – Human resources politics and practices.
Evaluation	The contents are presented and discussed orally, supported by PowerPoint and multimedia content. These are also articulated with the implementation of various activities in the classroom to facilitate learning such as: nonverbal communication exercises, application of learning schemes with positive and negative reinforcements, relaxation techniques to cope with stress, etc.. In terms of continuous assessment are considered case studies discussed and solved in class (25%), a group work (35%) and two writen tests (40%). Alternatively, a final examination (100%) can be realized.

Bibliography	Corbett, J.M. (1994) Critical cases in organizational behaviour. London, Macmillan. Ferreira, J.M.C., Neves, J. & Caetano, A., (2001) Manual de psicossociologia das organizações. Lisboa, McGraw-Hill. Giddens, A. (1997) Sociology. Cambridge, Polity Press. Gleitman, H., Fridlund, A.J., & Reisberg, D. (2009) Psicologia. Fundação Calouste Gulbenkian: Lisboa. Jesuíno, J.C. (1987). Processos de liderança. Lisboa, Livros Horizonte. Kreitner, R., Kinicki, A. & Buelens, M. (1999) Organizational behaviour: First European edition. London, McGraw-Hill. Luthans, F. (1995). Organizational behaviour. New York, McGraw-Hill. Marques, C.A., & Cunha, M., (1996) Comportamento organizacional e gestão de empresas. Lisboa, Publicações dom Quixote. Mitchell, T.R., & Larson, J.R., (1987) People in organizations, New York, McGraw-Hill. Robbins, S., Judge, T. (2012) Organizational Behaviour. London, Prentice Hall. Vala, J., & Monteiro, M. B., (2003) Psicologia social, Lisboa, F. Calouste Gulbenkian.