ID	3208
Curricular Unit	Work Psychosociology
Regent	Paulo Noriega
Learning Outcomes	The Work Psychosociology's object of study is the interaction 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 on organizational variables, such as performance, absenteeism, turnover, safety, etc. It is also intended that the knowledge developed in the psychosociology of work allows students to observe the organization and to characterize its structure and type of culture. With these skills, one can understand, 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, the following will be considered: case studies discussed and solved in class (25%), a group work (35%) and two written tests (40%). Alternatively, a final examination (100%) can be realized.

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