

## Introduction Industrial Psychology (H001010)

**Course size** *(nominal values; actual values may depend on programme)*

**Credits 5.0**

**Study time 150 h**

**Course offerings and teaching methods in academic year 2024-2025**

A (semester 2)

Dutch

Gent

lecture

independent work

**Lecturers in academic year 2024-2025**

Wille, Bart

PP07

lecturer-in-charge

**Offered in the following programmes in 2024-2025**

**crdts**

**offering**

Bachelor of Science in Psychology(main subject Clinical Psychology)

5

A

Bachelor of Science in Psychology(main subject Education)

5

A

Bachelor of Science in Psychology(main subject Personnel Management and Industrial Psychology)

5

A

Bachelor of Science in Psychology(main subject Theoretical and Experimental Psychology)

5

A

Bachelor of Arts in Moral Sciences

5

A

Bachelor of Arts in Philosophy

5

A

Bachelor of Science in Business Economics

5

A

Bachelor of Science in Communication Science

5

A

Bachelor of Science in Psychology (Joint Section)

5

A

Master of Science in Electrical Engineering (main subject Communication and Information Technology )

5

A

Master of Science in Electromechanical Engineering(main subject Control Engineering and Automation)

5

A

Master of Science in Electromechanical Engineering(main subject Electrical Power Engineering)

5

A

Master of Science in Electrical Engineering (main subject Electronic Circuits and Systems)

5

A

Master of Science in Industrial Engineering and Operations Research(main subject Manufacturing and Supply Chain Engineering)

5

A

Master of Science in Electromechanical Engineering(main subject Maritime Engineering)

5

A

Master of Science in Electromechanical Engineering(main subject Mechanical Construction)

5

A

Master of Science in Electromechanical Engineering(main subject Mechanical Energy Engineering)

5

A

Master of Science in Industrial Engineering and Operations Research(main subject Transport and Mobility Engineering)

5

A

Master of Science in Biomedical Sciences

5

A

Master of Science in Chemical Engineering

5

A

Master of Science in Chemical Engineering

5

A

Master of Science in Civil Engineering

5

A

Master of Science in Civil Engineering

5

A

Master of Science in Engineering Physics

5

A

Master of Science in Engineering Physics

5

A

Master of Science in Fire Safety Engineering

5

A

Master of Science in Industrial Engineering and Operations Research

5

A

Master of Science in Materials Engineering

5

A

Master of Science in Sustainable Materials Engineering

5

A

Postgraduate Programme in Innovation and Entrepreneurship in Engineering – Advanced

5

A

Postgraduate Programme in Innovation and Entrepreneurship in Engineering –

5

A

**Teaching languages**

Dutch

**Keywords**

industrial psychology, HRM, personnel management, organizational psychology, work psychology, consumer psychology

**Position of the course**

This course aims to give students an introduction in the field of industrial psychology. Students gain knowledge of and insight into some of the most important themes within personnel psychology (e.g., recruitment, selection, development,...), organizational psychology (e.g., motivation, leadership, teams,...), work psychology (e.g., safety, stress, health,...) and consumer psychology. This course offers all psychology students an overview of the foundations of industrial psychology and is one of the first applied courses in the curriculum which prepares students for the specialization Industrial Psychology.

**Contents**

The following themes are discussed in this course:

Part 1: Foundations of work and organizational psychology

- Research methods in work and organizational psychology
- Individual differences at work
- Attitudes and behavior in organizations
- Motivation at work

Part 2: Professional practice of work and organizational psychology

- Recruitment and selection
- Learning, training and development
- Performance measurement and management
- Careers and career management
- Safety, stress and health at work

Part 3: Organizations

- Organizations: Strategy and Structure
- Leadership in organizations
- Teams and teamwork
- Organizational culture, climate and change

Part 4: Consumer Psychology

- Industrial psychological analysis of consumer behavior

**Initial competences**

This course unit builds on certain course competencies of General psychology.

**Final competences**

- 1 Understanding how basic principles, theory and research in psychology is applied in the work context.
- 2 Knowing how work psychology contributes to wellbeing of employees and performance of individuals, groups and organizations.
- 3 Describing the historical evolution and recent trends in industrial psychology and framing them within larger societal context.
- 4 Being able to evaluate popular management claims on the basis of empirical evidence.
- 5 Being able to explain the most important theoretical principles and associated empirical findings in each of the subdomains in industrial psychology.
- 6 Taking a scientific and critical attitude towards popular management talk in industrial psychology.

**Conditions for credit contract**

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

**Conditions for exam contract**

Access to this course unit via an exam contract is unrestricted

**Teaching methods**

Lecture, Independent work

## **Study material**

Type: Handbook

Name: Introduction Industrial-Organizational Psychology

Indicative price: € 45

Optional: no

Language : Dutch

Author : Bart Wille, Joeri Hofmans

## **References**

Spector, P.E. (2016). Industrial & organizational psychology, research and practice. (7th ed.). NewYork: Wiley.

Landy, F.J., & Conte, J.M. (2012). Work in the 21st century. An introduction to industrial and organizational psychology (4nd edition). Blackwell Publishing

Levy, P.E. (2009). Industrial/organizational Psychology: Understanding the workplace. Wadsworth Publishing.

Schultz, D. & Schultz, S.E. (2016). *Psychology & work today*. (10th International ed.). London: Routledge. ISBN: 9781292021683

## **Course content-related study coaching**

- Interactive support
- By appointment.

## **Assessment moments**

end-of-term assessment

## **Examination methods in case of periodic assessment during the first examination period**

Written assessment with multiple-choice questions

## **Examination methods in case of periodic assessment during the second examination period**

Written assessment with multiple-choice questions

## **Examination methods in case of permanent assessment**

## **Possibilities of retake in case of permanent assessment**

not applicable

## **Calculation of the examination mark**