

Introduction Industrial Psychology (H001010)

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

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

Credits 5.0 **Study time 150 h** **Contact hrs** 45.0h

Course offerings and teaching methods in academic year 2021-2022

A (semester 2)	Dutch	Gent	lecture	35.0h
			guided self-study	10.0h

Lecturers in academic year 2021-2022

Wille, Bart	PP07	lecturer-in-charge
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Offered in the following programmes in 2021-2022

	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 Psychology (Joint Section)	5	A
Bridging Programme Master of Science in Industrial Engineering and Operations Research	5	A
Bridging Programme Master of Science in Industrial Engineering and Operations Research	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 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 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 Computer Science Engineering	5	A
Master of Science in Computer Science 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 Industrial Engineering and Operations Research	5	A
Master of Science in Sustainable Materials Engineering	5	A
Postgraduate Programme in Innovation and Entrepreneurship in Engineering	5	A
Linking Course Master of Science in Psychology(main subject Personnel Management and Industrial Psychology)	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

Guided self-study, Lecture

Learning materials and price

- Woods, S. A., & West, M. A. (2019). *The Psychology of Work and Organizations*, Cengage Learning EMEA.
 - A selection of recent academic papers and chapters which will be made available by the teaching staff.
 - Materiaal beschikbaar gesteld door gastsprekers.
- Estimated cost: 70 EUR

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 examination with multiple choice questions

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

Written examination 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