

Teaching guide

IDENTIFICATION DETAILS

Degree:	Integral Leadership Program (Associated with Business Studies + International Relations)
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Faculty/School:	Legal and Business Science
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Course:	ORGANISATIONAL PSYCHOLOGY
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Type:	Compulsory Internal	ECTS credits:	2
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Year:	3	Code:	71323
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Teaching period:	Fifth-Sixth semester
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Teaching type:	Classroom-based
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Language:	English
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Total number of student study hours:	50
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Teaching staff	E-mail
Vicente García Pla	v.garcia.prof@ufv.es

SUBJECT DESCRIPTION

En primer lugar, el/la alumno/a será confrontada con algunos conceptos básicos de la psicología de las organizaciones y deberá revisar sus pre-juicios y conocimientos anteriores. Para ello se ofrece una visión crítica y comparada de las organizaciones, que permitirá comprender la diversidad de formas y de funciones que ésta puede cumplir. En segundo lugar, se ofrece una visión de conjunto de algunas de las funciones más importantes que cumple la psicología de las organizaciones, tanto públicas como privadas. También, se reflexiona sobre el papel de cada individuo de una organización en los procesos de estilo propio y gestión del conocimiento. En tercer lugar, el alumno/a se enfrentará a los retos que una organización supone para un líder, tanto a nivel corporativo como departamental o de equipo. El conocimiento de la psicología de las organizaciones estará integrado con el concepto de liderazgo integral.

First, the students will study with the basic concepts of organizational psychology and should review their previous pre-judgments and knowledge.

This provides a critical and comparative view of organizations, which will allow them to understand the diversity of forms and functions that can fulfill.

Second, it provides an overview of some of the most important functions of the psychology of organizations, both public and private. Also, will be a deeper analysis on the role of each individual of an organization in the processes of the own culture and knowledge management.

Third, the student will face the challenges an organization poses to a leader, whether at the corporate, departmental, or team level.

The knowledge of the psychology of organizations will be integrated with the concept of integral leadership.

GOAL

1. To understand the key resources and motivators of organizations, both individually and collectively.
2. To analyze ideas and beliefs about organizations and leadership.
3. To provide an overview of the main determinants of organizational culture.

The specific aims of the course are:

- To be able of establishing, organizing and promoting a culture and action of integral leadership.

PRIOR KNOWLEDGE

Basic knowledge of integral leadership, structure and roles of organizations, and interest in expanding them

COURSE SYLLABUS

BASICS

1. CRITICAL THINKING
2. How it's built / What it moves / Why it works.
3. People / Workplaces / Organizations.

KEYS

1. Satisfaction / Well-being / Improvement.
2. Culture / Group behaviour / Productivity / Work-life balance / Job attitudes

LEADING

1. Diversity / Ethics / Team
2. Change Management

EDUCATION ACTIVITIES

- 1.- Lectures.

- 2.- Analysis (readings and discussions).
- 2.1.- Analysis of videos.
- 2.2.- Analysis of academic texts.
- 2.3.- Analysis of informative texts in the media.
- 3.- Personalized tutoring:
- 3.1.- Individual tutorials, at the request of the student.
- 3.2.- Group tutorials.
- 4. Final evaluation.

SELF WORK

- Investigation and study of the contents of the program.
- Realization of the exercises and works proposed in class and / or through the Virtual Classroom.

DISTRIBUTION OF WORK TIME

CLASSROOM-BASED ACTIVITY	INDEPENDENT STUDY/OUT-OF-CLASSROOM ACTIVITY
16 hours	34 hours

SKILLS

- To be able to self-government.
- To be able to good judgement.
- To be able to make decisions.
- To be able to work in teams, assuming the management when necessary

LEARNING RESULTS

- Understanding of the basics of human development
- Getting to exercise the proactivity oriented to the leadership in organizations
- The capability of contemplating all the possibilities ...
- Improving of the fellowship skills

LEARNING APPRAISAL SYSTEM

ORDINARY EVALUATION SYSTEM

It is the primary evaluation system, applicable to all students who are enrolled for the first time in the subject unless they are exempt from class attendance, and to students who enroll a second time or successive in the subject and choose this system.

- The requirements to maintain this evaluation are:
- To be registered in the subject, in the Virtual Classroom.
 - Attend at least 80 percent of class hours.

Assessment:

- Final essay of the subject: 50%. Maximum extension of 2,000 words. Deadline: 15 days after the end of the lessons. Individual.
- Class workshop: 50%. This is a team-work to be done at class.

SINGLE EVALUATION SYSTEM BY FINAL TEST.- EXTRAORDINARY CALL

It is the evaluation system for students who have academic exemption, for students who are enrolled a second time or successive and so choose, and for students who attend extraordinary convocation.

Percents evaluation by final test:

- Final examination on the date officially assigned to it: 50%
- Final essay of the subject: 50%. Maximum extension of 2,000 words. Deadline on the day of the final test of contents.

BIBLIOGRAPHY AND OTHER RESOURCES

Basic

Darlimple, Theodore. Spoilt Rotten: The Toxic Cult of Sentimentality. Gibson Square Books Ltd. 2010.

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Dalrymple, Theodore. Sentimentalismo tóxico (Alianza Ensayo) (Spanish Edition) . Alianza Editorial. 2016.

Additional

Aulet, Bill. Disciplined Entrepreneurship: 24 Steps to a Successful Startup. Wiley. 2013

Bowell and Kemp. Critical Thinking: a concise guide. Second Edition. Routledge. 2005