

Teaching guide

IDENTIFICATION DETAILS

Degree:	Law		
Field of Knowledge:	Social and Legal Sciences		
Faculty/School:	Law, Business and Government		
Course:	ORGANISATIONAL PSYCHOLOGY		
Type:	Optional	ECTS credits:	3
Year:	4	Code:	7265
Teaching period:	Eighth semester		
Subject:	Company		
Module:	Personal and Professional Development		
Teaching type:	Classroom-based		
Language:	Spanish		
Total number of student study hours:	75		

SUBJECT DESCRIPTION

The course aims to provide students with the knowledge necessary to understand the behavior of individuals in the organizations and levers used to influence them. In a context in which organizations are subject to constant changes, it is essential to know the reasons behind the behaviors of individuals in order to accompany them to successfully overcome the challenges they face as individuals and as an organization. In addition, the course covers each area with theoretical content and practical exercises that allow you to understand first-hand the functioning of these behaviors.

GOAL

That from a legal vocation, the student can understand the behavior of individuals and teams in organizations and, secondarily, that he knows the levers used in organizations to impact and influence these behaviors.

PRIOR KNOWLEDGE

The subject has no prerequisites, although the knowledge acquired in the field of Human Resources Management in the seventh semester is very useful.

COURSE SYLLABUS

- I. Competencies, Attitudes and Motivations
- II. Perceptions, attributions and judgments
- II. Interpersonal conflicts
- IV. Change Management
- V. Leadership, Coaching and Mentoring

EDUCATION ACTIVITIES

Different evaluable teaching and learning tools will be used, such as: expository classes, individual research papers (text comments, resolution of practical cases, tutoring and exams).

Discussion-dialogue between teacher and student will be encouraged. For these purposes, prior preparation of the subjects by the students is essential so that the teacher can focus on the essential aspects of the different subjects that make up the subject.

Face-to-face Activity: Explanation of the syllabus by the teacher, combining theory and practice by resolving doubts, expanding questions requested by students. The classes will serve as a basis and guide for students' study of the different subjects that make up the program.

Non-face-to-face activity: The non-face-to-face activity will focus on the use of the Virtual Classroom, a space in which the student will have the necessary documentation for the preparation of the subject with an autonomous methodology on their part.

This methodology is based on the use of individual learning techniques and systems such as research, the resolution of practical cases, or collective ones, such as attending synchronous sessions, communication and participation in forums and debates.

Classes synchronously can also be followed asynchronously through the Virtual Classroom. When circumstances permit, you can intervene or answer questions posed by the teacher through the chat that is enabled for this purpose in each session.

The teacher will guide the students' work and the development of each of the activities, remaining available to students through face-to-face and/or virtual tutoring.

DISTRIBUTION OF WORK TIME

TEACHER-LED TRAINING ACTIVITIES	INDIVIDUAL WORK
30 Horas	45 Horas

SKILLS

Basic Skills

Students must have demonstrated knowledge and understanding in an area of study that is founded on general

secondary education. Moreover, the area of study is typically at a level that includes certain aspects implying knowledge at the forefront of its field of study, albeit supported by advanced textbooks

Students must be able to apply their knowledge to their work or vocation in a professional manner and possess skills that can typically be demonstrated by coming up with and sustaining arguments and solving problems within their field of study.

Students must have the ability to gather and interpret relevant data (usually within their field of study) in order to make judgments that include reflections on pertinent social, scientific or ethical issues

Students must be able to convey information, ideas, problems and solutions to both an expert and non-expert audience

Students must have developed the learning skills needed to undertake further study with a high degree of independence

To apply theoretical knowledge in the solving of problems.

To learn independently.

General Skills

To apply theoretical knowledge in the solving of problems.

To learn independently.

Specific skills

Structurally organize the company's resources to achieve its goals.

Develop criteria for problem solving and decision-making.

LEARNING RESULTS

Plan in detail the means and resources adapted to the objectives

Organize and study the different aspects that exist for resolving issues

LEARNING APPRAISAL SYSTEM

The evaluation system, in line with the learning objectives, seeks primarily to encourage daily work, participation and teamwork.

I. STUDENTS WHO FOLLOW THE CONTINUOUS EVALUATION SYSTEM:

The minimum requirements for maintaining continuous evaluation are:

- Attend at least 80% of classroom classes.
- Have submitted the individual work on time.
- Obtain at least a minimum score of 5 out of 10 in the exam to be able to add up all the evaluation percentages.

The final grade of the course will result from the weighted average of the following evaluation methods:

- Written exam (60%)
- Active participation in class (10%)
- Individual work (30%)

II. STUDENTS WITH A WAIVER OR SECOND ENROLLMENT:

- Content exam (70%)
- Individual work (30%)

In any case, the student must:

- Get a minimum score of at least 5 points out of 10 on the exam.
- Sign up for the Virtual Classroom before the end of the course.

PLAGIARISM/COPIED: Plagiarism, as well as the use of illegitimate means in evaluation tests, will be sanctioned in accordance with those established in the Evaluation Regulations and the University's Coexistence Regulations

ETHICAL AND RESPONSIBLE USE OF ARTIFICIAL INTELLIGENCE

- 1.- The use of any Artificial Intelligence (AI) system or service shall be determined by the lecturer, and may only be used in the manner and under the conditions indicated by them. In all cases, its use must comply with the following principles:
 - a) The use of AI systems or services must be accompanied by critical reflection on the part of the student regarding their impact and/or limitations in the development of the assigned task or project.
 - b) The selection of AI systems or services must be justified, explaining their advantages over other tools or methods of obtaining information. The chosen model and the version of AI used must be described in as much detail as

possible.

c) The student must appropriately cite the use of AI systems or services, specifying the parts of the work where they were used and describing the creative process followed. The use of citation formats and usage examples may be consulted on the Library website(https://www.ufv.es/gestion-de-la-informacion_biblioteca/).

d) The results obtained through AI systems or services must always be verified. As the author, the student is responsible for their work and for the legitimacy of the sources used.

2.- In all cases, the use of AI systems or services must always respect the principles of responsible and ethical use upheld by the university, as outlined in the [Guide for the Responsible Use of Artificial Intelligence in Studies at UFV](#). Additionally, the lecturer may request other types of individual commitments from the student when deemed necessary.

3.- Without prejudice to the above, in cases of doubt regarding the ethical and responsible use of any AI system or service, the lecturer may require an oral presentation of any assignment or partial submission. This oral evaluation shall take precedence over any other form of assessment outlined in the Teaching Guide. In this oral defense, the student must demonstrate knowledge of the subject, justify their decisions, and explain the development of their work.

BIBLIOGRAPHY AND OTHER RESOURCES

Basic

MARRIED, José Manuel. The value of the person: new principles for the management of human capital/Madrid:Prentice-Hall, 2003.