UFV
Teaching guide

IDENTIFICATION DETAILS

Degree:	Psychology

Field of Knowledge:	Arts and Humanities

Faculty/School:	Education and Psychology

Course:	PERMANENT TRAINING IN BUSINESS

Type:	Optional	ECTS credits:	6

Year:	3	Code:	7753

Teaching period:	Sixth semester

Area:	Psychology of Work and Organisations

Module:	In-depth Exploration

Teaching type:	Classroom-based

Language:	Spanish

Total number of student study hours:	150

SUBJECT DESCRIPTION

La Formación es una de las herramientas que permite garantizar el desarrollo profesional y personal de los miembros de la organización. Debe estar alineada con los objetivos estratégicos de la organización y evoluciona acorde a las necesidades del contexto, de la organización y de las personas.

Una formación integral y de calidad permitirá posicionar a la empresa en puestos competitivos, generando valor no sólo hacia el exterior sino hacia la propia dinámica interna.

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

General Skills

To be familiar with the different fields of application of psychology and have the skills to influence and promote the quality of life and social commitment of individuals, groups, communities and organisations in the different educational, clinical and health, work and organisational, and social and community contexts.

To systematise and know how to put into practice the skills and theoretical knowledge gained.

To be familiar with the basicss of work psychology and that of organisations.

Cross Skills

An ability to search for and select information critically and effectively.

To develop individual social skills.

Ethical commitment and social improvement.

An ability to adapt to new situations.

An ability to think creatively and come up with new ideas and concepts.

To show a commitment to quality in one's actions and to be able to develop systems to ensure the quality of the services one provides.

To correctly engage with university work tools: text commentary, analysis, summary and the preparation of a research project.

To identify technical vocabulary related to various disciplines.

An ability to take on responsibility and make decisions.

An ability to organise and plan well.

Capacity for disciplinary and interdisciplinary teamwork.

Specific skills

To be able to describe and measure interaction processes, group dynamics and group and intergroup structures. To identify the problems and needs arising.

To be able to identify organisational and interorganisational problems and needs.

To be able to set goals for psychological practice in different contexts, proposing and negotiating objectives with patients and parties affected.

To be able to select and use appropriate psychological intervention techniques to reach individual, group-based and organisational objectives.

To be able to apply indirect intervention strategies and methods through other people: counselling, educator training and other agents.

To be able to plan the assessment of programmes and interventions and define indicators, assessment techniques and analyses of results.

To be able to prepare oral and written reports and to provide feedback for recipients appropriately and accurately.

To be familiar with the public health and education system, social services, employment agencies, training services, etc. within which psychologists conduct their activities.

To be familiar with private alternatives and non-profit institutions in which psychologists carry out their work: private institutions, consulting firms, companies, private schools, etc.; their features and differences with respect to the public sector.

To be familiar with the ongoing training needs that a company may have: the pursuit of professional excellence; an approach to coaching, communication courses, leadership and other staff training tools.

DISTRIBUTION OF WORK TIME

CLASSROOM-BASED ACTIVITY	INDEPENDENT STUDY/OUT-OF-CLASSROOM ACTIVITY
60 hours	90 hours