

**PSYB12-154 INTRODUCTION TO WORK AND ORGANISATIONAL PSYCHOLOGY**

**Credits:** 3

**Number of lessons per week:** 2

**Type:** Lecture

**Description of the subject:**

The purpose of this course is to provide an overview of the work of both academic work psychologists and those who work in practical areas. Theories and methodology are presented as well. The main fields of work psychology (selection and assessment, performance appraisal, training, work design, well-being and work, occupational stress, ergonomics, etc.) are discussed.

The course tries to synthesize existing literature in this area, to outline a future research agenda, and to comment on potential implications for application. In order to achieve this aim, five key themes of future research and practice is presented: 1. the transformation of organizational context, 2. employer demands vs. employee choice and psychological contract, 3. the psychological impact of the changing nature of work, 4. theoretical and methodological advances in the discipline, and 5. developments of the profession.

**Required readings:**

Patterson, F. (2001). Developments in work psychology: emerging issues and future trends. *Journal of work and occupational psychology*, 74, 381-390.

Wolff, Ch. J. (1998). The role of work and organizational psychologists. In: P. Drenth, H. Thierry, Ch. J. Wolff (Eds.), *Handbook of Work and Organizational Psychology*. Vol. 1. (pp. 47-70). Hove, UK: Psychology Press Ltd.

Anderson, N., Lievens, F., van Dam, K., & Ryan, A. M. (2004). Future Perspective on employee selection, key direction for future research and practice. *Applied Psychology: An international Review*, 53(4), 487-501.