

COURSE OUTLINE

1. GENERAL

SCHOOL:	SOCIAL SCIENCES		
DEPARTMENT:	PSYCHOLOGY		
LEVEL:	UNDERGRADUATE		
COURSE CODE:	Ψ3503	SEMESTER	5
COURSE TITLE:	Organizational Psychology		
TEACHING ACTIVITIES		WEEKLY HOURS	ECTS
LECTURES		3	4
COURSE TYPE	Optional		
PREREQUISITE COURSES:	None		
LANGUAGE OF INSTRUCTION and EXAMINATIONS:	Greek		
IS THE COURSE OFFERED TO ERASMUS STUDENTS?	Yes, in the form of Reading Courses in the English Language, written assignments and final test		
ΗΛΕΚΤΡΟΝΙΚΗ ΣΕΛΙΔΑ COURSE WEBSITE (URL):	https://elearn.uoc.gr/course/view.php?id=5257		

2. LEARNING OUTCOMES

Learning Objectives
<p>In this course, students will engage with introductory theoretical concepts, current research, and key applications in the field of Organizational Psychology. Organizational Psychology is an applied branch of Psychology that studies human behavior, mental and emotional processes in relation to their work environment. The course builds upon the fundamental theoretical approaches in the field of Social Psychology taught in prerequisite courses (Social Psychology I, Social Psychology II). It focuses and delves into those areas of Social Psychology study that involve concepts and methods used to diagnose behaviors within organizations at the:</p> <ul style="list-style-type: none"> • (micro-) individual level, which focuses on the factors that determine individual behavior (e.g. personality, work attitudes, motives, values, etc.), • (meso-) group level, which focuses on group behavior (e.g. group composition, communication, leadership), and • (macro-) organizational level, which focuses on the organization as a system and examines issues such as organizational structure, culture, etc. <p>By the end of the course, students are expected to:</p> <ul style="list-style-type: none"> • Describe the basic theoretical approaches in Organizational Psychology at the individual, group, and organizational levels. • Explain the factors that influence employee behavior in organizations. • Evaluate the implementation of policies related to employees and human resources in organizations, taking into account the impact of policies on employee performance and well-being.
General Competencies
<ul style="list-style-type: none"> • Search for, analysis and synthesis of data and information, with the use of the necessary technology • Working independently • Team work • Respect for difference and multiculturalism • Production of free, creative and inductive thinking.

3. SYLLABUS

The course content is linked to the 5 core axes of the curriculum: **Scientific Foundations [1], Scientific Research and Critical Thinking [2], Ethics and Social Responsibility [3], Communication Skills [4], Basic preparation for career decisions and professional rehabilitation [5]** (next to each week, the number of the axis related to the content is mentioned).

Week 1: Introduction - Basic Course Objectives [1, 2]

- Explanation of how the course works and evaluation
- Details of individual assignment (1 individual assignment)
- Details of group assignment (1 group assignment)

Week 2: Psychology of Individual Differences [1, 2]

- Intelligence
- Personality

Week 3: Perception-Prejudices Stereotypes [1, 2, 3]

- Diversity
- Equality
- Prejudice

Week 4: Work Attitudes [2, 5]

- Job Satisfaction
- Positive and negative behaviors

Week 5: Occupational Stress and Burnout [2, 3]

- The role of emotions
- Affective Events Theory
- Employee well-being in the organizational context

Week 6: Motivation in the Work Environment - Incentives [2, 5]

- Classic theories/Modern theories
- Organizational justice
- Applications

Week 7: The Dynamics of Groups in Organizations [1,2]

- Group characteristics
- Decision making
- Examples

Week 8: Leadership - Leadership Models [1,2]

- Classic/Modern approaches
- The role of power/Dark leadership
- Examples

Week 9: Communication & Conflict Management [1,2]

- Communication models/Problems
- Approaches to conflict management

Week 10: Organizational Culture and Climate [1,2,3]

- Clarification of concepts
- Factors shaping the organizational climate
- The concept of change

Week 11: Organizational Design and Structure [3,4]

- Different models of organizational structures
- The impact of organizational structure on behavior

Week 12: Ethics in Organizational Psychology [3, 5]

- Respect for the employee and their rights
- Issues of authoritarian violence

Week 13: Presentation of Group Projects [3,4]

- Presentation of group projects. Raising and resolving questions.
- Reflective discussion on students' experience in the course, the skills they acquired and potential fields of application.

4. TEACHING AND LEARNING METHODS - EVALUATION

DELIVERY:	Face to face
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USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY:	<ul style="list-style-type: none"> - Use of Information and Communication Technologies (ICT) in teaching - Use of e-class for the support of teaching and the achievement of learning outcomes, and for communicating with students. 		
TEACHING METHODS:	Teaching methods	Workload	ECTS
	Lectures	39 hours	1,56
	Individual Assignment	10 hours	0,40
	Independent study and exam preparation	26 hours	1,04
	Group Assignment	25 hours	1,00
Total	100	(4,00 ECTS)	
STUDENT PERFORMANCE EVALUATION:	<p>Language of evaluation: Greek. For Erasmus exchange students' language of evaluation will be English.</p> <p>The evaluation criteria are presented during the first lecture and are posted on the course's webpage on eLearn.</p> <ol style="list-style-type: none"> 1. Individual Assignment (15%) 2. Group Assignment (25%) 3. Written exam: (60%). 		

5. BIBLIOGRAPHY

Βιβλία

- Conte, J. M. (2024). *Work in the 21st century: An introduction to industrial and organizational psychology*. John Wiley & Sons.
- Yates, J., Zibarras, L., & Mahmood, L. (Eds.). (2023). *Organisational Psychology: An Essential Guide*. Taylor & Francis
- Greenberg, J. and Baron, R.A. (2011) *Behavior in Organizations*. Global Edition: Prentice-Hall, Newjersey.
- Robbins, S.P., & Judge, T.A. (2017). *Organizational Behavior-17th Edition*: Pearson, N.Y.
- Rothmann, S., & Cooper, C. L. (2015). *Work and organizational psychology*. Routledge.