

| General Information | | | |
|--|-----------------------------|---------------------|---------------|
| Course name | Psychology of Organisations | ECTS Credits | 6 |
| | | Semester | winter |
| Aims | | | |
| <p>Subject Organizational psychology deepens the knowledge gained in the course Basics of Work Psychology (bachelor's degree). The aim of education is that students will acquire complex knowledge and they will be able to apply it using systemic approach during implementation of solution to various problems and requests coming from client (meaning organization or its members). During course students will acquire (from knowledge perspective): - insight how to apply obtained knowledge from Organizational psychology to praxis - knowledge from following areas: organizational culture and climate, changes and development of organizations, leadership, etc. Besides, students can enlarge their skills in: - dealing with need of organizational change, employee resistance to change implementation - creation of strategic solutions of client's problems connected to leadership, employee motivation, increasing job satisfaction, loyalty and engagement, dealing with negative situations (robbery, aggression) at workplace, etc.</p> | | | |
| Contents | | | |
| <p>Brief outline of the course: Basic signs of organizations. Organization as an activity and as a social entity. Types of organizations. Organizations and management. Structure of organizations. Organizational Page: 2 culture. Changes in organizations and development. Organizational commitment and citizenship. Group processes, group influence. Working group and team. Leadership. Decision making in organizations. Organizational justice. Conflicts and its solution. Negative phenomena in organizations - aggression.</p> | | | |
| Evaluation | | | |
| <p>Requirements for semester: - written test (maximum 18p, min. 10p.) - Activity during seminars (max. 4p, min. 1p) - Seminar paper (maximum 9p), for detailed information please see electronic noticeboard - Presentation of seminar paper (maximum 9p), for detailed information please see electronic noticeboard - Together for semester student is obliged to receive minimum 21p. Overall evaluation: - 40 points for semester (min. 21p) and 60 points for exam (min 31p), together minimum 52p - For A is needed minimum 91 points, for B minimum 81 points, for C minimum 71 points, for D minimum 61 points, for E minimum 51 points, for FX = 50 and less</p> | | | |
| Bibliography | | | |
| <p>Rothmann I, Cooper C.L: Work and organizational psychology. Routledge, 2015. Jex, S. M., Britt, T. W.: Organizational Psychology: A Scientist-Practitioner Approach. John Wiley & Sons, INC., 2008 Schmitt, N.W., Highhouse, S. (Eds.): Handbook of Psychology: Industrial and Organizational Psychology. John Wiley & Sons, Inc., 2013 Furnham, A. 2007. The psychology of behaviour at work. Psychology Press. Furnham, A. 2008. Personality and Intelligence at Work. Routledge.</p> | | | |