

General Information			
Course name	Psychology of Work	ECTS Credits	6
		Semester	summer
Aims			
<p>Subject Work psychology enrich knowledge obtained through subjects Basics of Work psychology and Psychology of Organizations. Main aim of education is that students will acquire the ability to do comprehensive analysis of individual client's needs from work psychology perspective, they will be able to apply their knowledge in systematic solutions setting among different companies. Students will get (from knowledge perspective):</p> <ul style="list-style-type: none"> - insight how to apply obtained knowledge from work psychology to praxis - knowledge in field of setting of employee performance management systems, development of employees and recruitment - orientation in used methods and approaches in different practical topics of work psychology <p>Besides, students can broaden their experiences and skillsets in:</p> <ul style="list-style-type: none"> - work and job analysis, job description and specification creation - preparation of selection process and lead job interview under supervision - work with specific test psychodiagnostics method from work psychology field - work with other often used methods in this field - preparation of employee performance management system - lead the coaching interview under supervision 			
Contents			
<p>Brief outline of the course:</p> <ol style="list-style-type: none"> 1. Work psychologist then and now, ethical principles 2. Methods of work psychology, research in work psychology 3. Job analyses, HR planning, 4. Employees recruitment and selection, 5. Employees development 6. Employees performance management 7. Job insecurity and job loss, work counselling 8. Coaching and mentoring 9. Challenges in the future for work psychology 			
Evaluation			
<p>Requirements for semester:</p> <ul style="list-style-type: none"> - Case study (25 points, minimum 13 points), for detailed information please see electronic noticeboard - Seminar paper (25 points, minimum 13 points), for detailed information please see electronic noticeboard - required minimum is 26 points <p>Requirements for exam:</p> <ul style="list-style-type: none"> - written form, maximum 50 points (minimum 26 points) <p>Final evaluation (sum of all points):</p> <ul style="list-style-type: none"> - minimum 52 points for exams and semesterr 			

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

Bibliography

Recommended literature:

1. Matthewman, L., Rose, A., Hetherington, A. 2009. Work psychology. Oxford University Press.
2. Rothmann, I., & Cooper C.L. 2015. Work and Organizational Psychology - part2- Work psychology. Routledge.
3. Drenth, P.J.D., Thierry, H., & de Wolff, C.J. 1998. Handbook of Work and Organizational Psychology. Volume 3: Personnel Psychology. Psychology Press. Taylor & Francis.

