Work and Organisational Psychology

Module title			
Work and Organisational Psychology			
Module NFQ level (only if an NFQ level can be demonstrated)	**Module number / reference**	**ECTS Value**	**Duration**
8		**5**	**12 weeks**
Parent programme(s). Principal programme title, and embedded(s) if relevant		**Stage of parent programme**	**Semester No.**
BA (Honours) in Psychology		**2**	**1**

Teaching and Learning modes	**Proportion** (% of Total Directed Learning)
Classroom / Face to Face	**22.4%**
Workplace	
Online	
Other (Identify)	**77.6% (directed and self-directed learning)**
Entry requirements (statement of knowledge, skill and competence)	
Successful completion of Stage 1 of the programme or equivalent is required for entry onto Stage 2.	
Maximum number of learners per instance of the module	40
Average (over the duration of the module) of the contact hours per week	2.3
Pre-requisite module title(s) (if any)	
Co-requisite module title(s) (if any)	
Is this a capstone module? (Yes or No)	**No**
Module-specific physical resources and support required per centre (or instance of the module)	
Lecture hall, small group workroom, library, IT resources such as PowerPoint and Screens	
Specification of the qualifications (academic, pedagogical and professional/occupational) and experience required of staff working in this module.	

Role e.g. Tutor, Mentor etc.	Qualifications & experience required:	# of Staff with this profile (WTEs)
Lecturer/Tutor	Minimum level 9 qualification in Psychology with teaching and/or research competence in the area	100%

Analysis of required learning effort							
			Hours of Learner effort				
Classroom and demonstrations	**Mentoring and small-group tutoring**	**Other (specify)**	**Directed e-learning**	**Independent learning**	**Other (specify)**	**Work-based learning**	**Total effort**

Hours	Minimum ratio teacher / learner	Hours	Minimum ratio teacher / learner	Hours	Minimum ratio teacher / learner					
24	1:10	4	1:10				97			125

Allocation of Marks					
	Continuous Assessment	Supervised Project	Proctored Practical Exam.	Proctored Written Exam	Total
Percentage Contribution	40%			60%	**100%**

Rationale for Inclusion of the Module in the Programme and its Contribution to the Overall IPLOs	The rationale for including *Work and Organisational Psychology* rests in its skill and knowledge-based content. Here the learner is introduced to the psychology of the workplace, with perspectives on organisational structure, the role of communication in the workplace, and skills such as how to best elicit information, how to present information and how to manage emotional content in the context of self and others. This module deepens knowledge and enhances skills in the potential Organisational Psychologist or HR Officer with important insights into organisational strategies.
Module Aims and Objectives	The aim of the *Work and Organisational Psychology* module is to improve the learners understanding of how organisations operate and their role and function within a given organisational culture and ethos. The objectives are to introduce the learner to structural elements of organisations, organisational perspectives, communication in organisations, how to deal with organisational stress, and concepts such as leaders and followers, gender, motivation and technology in the workplace.
Minimum Intended Module Learning Outcomes	On successful completion of this module, learners should be able to: 1. Describe and discuss communication and its role in organisations. (MIPLO 1, 2, 4, 7) 2. Demonstrate an understanding of organisational stress and how to minimise same. (MIPLO 1, 2, 4, 7) 3. Evaluate and critique the different types of power and control in organisations. (MIPLO 1, 2, 4, 7) 4. Describe and debate theoretical positions on negotiation. (MIPLO 1, 2, 4, 5, 8)
Information Provided to Learners about the Module	College Prospectus specifies module name, stage and ECTS. College website and programme handbook to contain (in addition to above) short description of module content, module learning outcomes, prerequisite modules, and assessment mechanisms. Module Moodle page to contain (in addition to above) schedule of classes and topics, detailed assessment information with titles and submission dates, full bibliography and list of learning resources.

Module Content, Organisation and Structure	Over the course of 12 weeks, the learner will cover topics such as: **Perspectives on Work and Organisational Psychology** • Entitative Approaches to Organising • Processual Approaches to Organising • Structural Approaches to Organising • Functional Approaches to Organising • Factors that Affect the Effectiveness of Organisational Structure • Structure and Communication in Organisations **The Role of Communication** • Communication Structures in Work and Organisations • Improving Communications within the Organisation • Improving Communication Between Individuals • Eliciting Information • Presenting Information • Managing Emotional Content **Work and Organisational Stress** • Defining Trauma and Stress (DSM-V) • Habits and Stress • Acute and Chronic Stress • Predictability, Control and the Failure to Adapt • The Conditions which Favour Chronic Stress • Organisational Stress and How to Minimise Same **Individuals and the Organisation** • Motivation and Theories of Same • The Case of the Volunteer • Leadership and Theories of Same • Pitfalls of Leadership • Gender • The Gendering Process **Social Psychology of Organising** • Cognitive and Social Processes in Organising • Intercultural Differences in Organising • Intercultural Differences on the Hofstede-Bond Dimensions • Implications for Organising Transnationally • Improving International and Intercultural Organising **Power and Influence** • Types of Power • Social Control • The Eight Generic Influence Tactics • Social Comparison **Negotiating Social Order** • Organising and Negotiation • The Social Construction of Social Order • Approaches to Negotiation • Theoretical Positions on Negotiation

	• Prerequisites and Process in Successful Negotiating • Further Debate on the Process of Negotiations
Module Teaching and Learning (including formative assessment) Strategy	This module will be delivered in a two-hour lecture format across twelve weeks and four one-hour tutorials delivered across eight weeks. The rationale for this teaching mode rests in the amount of information to be covered in this timeframe. Consequently, given the depth of knowledge to be covered in this module, small group teaching is also requited. To this effect, tutorials lasting one hour across eight of the twelve weeks will be conducted. Moodle will be used each week to upload relevant articles, required reading and in some instances, links to essential viewing.
Work-Based Learning and Practice-Placement	N/A
E-Learning	N/A
Specifications for Module Staffing Requirements	Staff: Learner ratio is typical of the overall programme approach with a maximum of 40 learners, but where there are cross-programme modules, the maximum staff: learner ratio may vary between 50 and an upper limit of 120. The maximum tutor: learner ratio is 1:20 Staffing requirements: 1 lecturer with teaching and/or research competence in the relevant area.
Module Summative Assessment Strategy	This module will be assessed by Continuous Assessment (40%) and final proctored exam (60%).
Sample Assessment Materials	**Continuous Assessment: Sample Essay Questions** (1,000-1,250 words) 1. Describe and discuss communication and its role in organisations. 2. Define work and organisational stress and discuss how to minimise same. 3. Outline and critique the different types of power and control in work and organisations. 4. Describe and debate theoretical positions on negotiation in a given organisation. Essays cover MIMLOs 1-4 inclusive **Sample Exam Questions** One paper would have four questions of which learners must answer two. Each question is worth equal marks. 1. Describe two ways that communication can be improved between individuals within organisations and explain how this might enhance communication within the structure of the overall workplace. 2. Describe the differences between acute and chronic stress and discuss the conditions that might favour chronic stress in a workplace. Exam questions cover MIMLOS 1-4 inclusive

| Reading Lists and Other Information Resources | **Essential Reading**
Arnold, J., Coyne, I., Randall, R. and Patterson, F. (2020). *Work psychology: Understanding human behaviour in the workplace* (7th ed.). Harlow, United Kingdom: Pearson.

Buchanan, D. A. and Huczynski, A. A. (2019*). Organizational Behaviour* (10th ed.). Harlow, United Kingdom: Pearson.

Fraccaroli, F., Chmiel, N. and Sverke, M. (2017). *An introduction to work and organizational psychology: An international perspective* (3rd ed.). West Sussex, United Kingdom: Wiley Blackwell.

Other Reading:
Aronson, E., Wilson, T. and Akert, R. (2014) *Social Psychology* (8th ed.). New Jersey: Pearson Education.

Stangor, C. (2010). *Social groups in action and interaction* (1st ed.). New York: Psychology Press.

Stratton, P. and Hayes, N. (2003). *Learner's Dictionary of Psychology* (4th ed.). Milton: Taylor and Francis.

Learners will also be provided with journal articles from journals including:

Scandinavian Journal of Work Environment and Health
Work and Stress
Work and Occupations
European Journal of Work and Organizational Psychology
Work Employment and Society
Gender, Work and Organization
Journal of Organizational Behaviour Management
Leadership and Organization Development Journal
International Journal of Industrial Organization |
| **Module Physical Resource Requirements** | Lecture Hall and tutorial room with PowerPoint, DVD and internet access. |