

Syllabus

Subject code: HRCM21-113

Subject name: Organization Psychology Seminar

Purpose of course

Goals of the subject:

The aim of the course is to gain practical experience in how to use models that make organizations more transparent and more analytical to use methods that can solve the complex problems of organizations. Within the course, students will learn to diagnose various organizational problems, analyze them critically and in various aspects, apply the analytical opportunities learned in the Organization Psychology lecture and creatively combine the various methods. As part of the course, the methodologies used in the development of human resources will also emerge, insofar as they are indispensable for the development of the organization, in addition, the students can gain insight into the methodologies of leadership and leadership development.

The students will develop in the competences of critical analysis, problem solving and situation analysis, and they will learn the relevant basic methodologies.

Learning outcomes and competences

Knowledge:

- Principles of development activities in organizations
- Individual and group development opportunities in the organization
- Interpretation opportunities of organizations and organizational diagnoses
- Factors to change and support organizational culture
- Practical aspects of organizational learning and of becoming a learning organization
- How organizations change and evolve

Attitude:

- Acceptance of the role and importance of psychological capital during diagnoses and development.

Skills:

- Understanding and explanation of the phenomena of organizations and workplaces based on the scientific models and research results of organization psychology.
- Applying a system-based thinking and working method in organization development.

Content of the subject

Main content and thematic units

- An overview of the possible problems of organizations, individuals and groups in the present economic and social condition, the possible qualitative and quantitative tools of diagnosis.
- Characteristics of cultural difference management in a multicultural environment.
- Understanding techniques and methodologies related to individual development, practicing in case studies.
- Possibilities of cooperation between teams, working groups, tools of establish safe group atmosphere and organizational atmosphere, and the practical aspects of the foundation of trust.
- Possibilities of interpretation of organizations based on devices suitable for diagnosis.
- Measuring organizational culture. Managing cultural changes.

- The know-how of organizational learning and development and knowledge-sharing, its practical aspects. Creating the conditions for organizational learning.
- Discussion of benefits and difficulties embedded in the directions of organizational research, aspects of choosing a direction.

Planned learning activities and teaching methods

- Lectures, student presentations and exercises, case studies and self-analysis questionnaires assisting in a deeper understanding of each topic.
- Performers invited from the practical life.

Exam and evaluation system

Requirements, methods and aspects of assessment:

Requirements

- Keeping a presentation, and active participation in the practice.

Method of evaluation:

- Term mark with detailed oral assessment.

Aspects of evaluation:

- Structure of presentation, logic of content, literary embeddedness.

Literature

Compulsory literature

- Landy F.J., Conte J.M. **Work in the 21st Century: An introduction to industrial and organizational psychology**. 3rd ed. Wiley, 2010. P. 3-28.
- Porter, L. W., & Schneider, B. (2014). **What was, what is, and what may be in OP/OB**. Annual Review of Organizational Psychology and Organizational Behavior, 1, 1–21.
- Schein E.H. (2015). **Organizational Psychology Then and Now: Some Observations**. Annual Review of Organizational Psychology and Organizational Behavior, 2, 1–19.
- Briner, R.B. & Rousseau, D.M. (2011). **Evidence-Based I-O Psychology**: Not there yet. Industrial and Organizational Psychology: Perspectives on Science and Practice, 4, 3-22.
- Faragó, K. (szerk.) Szervezet és pszichológia – Új irányzatok az ezredfordulón I. Kötet., Eötvös Kiadó, Budapest
- Faragó, K. (szerk.) Szervezet és pszichológia – Szervezeti döntések http://ppk.elte.hu/2009/images/stories/UPLOAD/DOKUMENTUMOK/Pszichologia_PhD/Szervezet-es-Pszichologia_2_ktet.pdf