

Syllabus

Subject code: HRCM21-112

Subject name: Organization Psychology Lecture

Purpose of course

Goals of the subject:

The aim of the course is to familiarize students with the world of organizations, the principles of working of organizations, the elements of culture in organizations, the role of the human resource organization that builds and manages the organization. Students become acquainted with the organization as a form of life (that is, what an organization is), the factors influencing the organization's functioning, organizational goals, organizational structure, organization planning and some organizational strategies. They will get a picture of some of the features of an effective organization, the various methods used in examining organizations, the organization theories, the relationship between an individual and an organization (motivation in the organization, organizational justice, issue of confidence against an organization, creativity in the organization), organizational groups (nature of team work: teams alias cooperating groups, group dynamic, organizational communication), organizational structure and organizational culture (dimensions and models of organizational structure, learning organization, organizational culture models, examination of organizational culture, intercultural researches).

Within the context of the subject, students will learn how to diagnose various organizational problems and analyze them critically and in several aspects.

Learning outcomes and competences

Knowledge:

- Principles of organizational psychology
- Individuals and groups in the organization
- Interpretation opportunities of organizations
- The concept of organizational culture, its components and its relation to organizational strategy
- Organizational learning and learning organization
- How organizations change and evolve

Attitude:

- Representation of evidence based organization psychology
- Acceptance of the role and importance of psychological capital

Skills:

- Interpretation and clear explanation of the phenomena of organizations and workplaces based on the scientific models and research results of organization psychology
- Applying system-based thinking and working methods

Content of the subject

Main content and thematic units

- Organizational psychology as a used psychological area and as a science
- The role of cultural differences in the functioning of organizations
- The individual in the organization. Personality characteristics. Classical and modern approaches to work motivation

- Teams in the organization. The effect of the group on performance. Safe atmosphere and confidence. Phases of team processes and development. Varied teams: generational and cultural differences. Formal and informal relationships and networks. Virtual teams. Psychology of crowdsourcing.
- Possible interpretations of organizations: the organization as a living organism, as a machine, as the scene of psychological/emotional processes, as a political arena, and as a symbolic phenomenon.
- Defining organizational culture. Organizational narrative and signification. The impact of culture on organizational efficiency. Measuring organizational culture. Managing cultural changes.
- Organizational learning and development. Psychological factors of knowledge-sharing. Mental models and organizational memory. Characteristics of a learning organization; collective learning and reflexivity.
- Positive organizational researches. The concept and measurement of psychological capital.
- The organization as a complex and chaotic system. Directions of the organizational researches. The role of emotions in the life of organizations.

Planned learning activities and teaching methods

- Case studies and lectures helping theoretical groundwork
- Performers invited from the practice

Exam and evaluation system

Requirements, methods and aspects of assessment:

Requirements

- Acquiring the knowledge of the lectures, and a successful exam.

Method of evaluation:

- Writing a test during the exam period

Aspects of evaluation:

- Test

Literature

Compulsory literature

- Landy F. J., Conte J. M. (2010): **Work in the 21st Century: An introduction to industrial and organizational psychology**. 3rd ed. Wiley,. 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