



CH3612
Corporate
Psychology



UNIVERSIDAD
NEBRIJA

Centro de Estudios Hispánicos

Corporate Psychology

Hours: 45

Prerequisites: none

Instructor name: to be determined

E-mail: @nebrija.es

Office hours: to be communicated the first day of class

1. Course Description

This course is covered in the framework of Psychology applied to Human Resources and has been programmed to study psychology from the perspective of the behavior of individuals in the workplace.

The course will cover the set of areas that affect the study of people's behavior in the workplace, corporate culture within organizations and the scientific study of the relationship between individuals and their working environment.

The aim of this course is to understand the dynamics and functioning of individuals and organizations from a psychosocial perspective; learn the terminology, methods and techniques commonly used in this discipline; and the basic psychosocial processes that take place in organizations.

2. Learning Objectives

Students who successfully complete this course will be able to:

- Describe the structural aspects of organizations and their consequences on the performance and satisfaction of employees.
- Identify motivational theories that explain why individuals remain in organizations (satisfaction, involvement, welfare, etc.).
- Explain the main techniques and tools to analyze and describe the different positions within an organization.
- Explain the psychological consequences of unemployment and the personal variables involved
- Collect and interpret relevant data and information to make judgments of a social, scientific or ethical nature.
- Analyze the factors involved in the assessment of employee performance (performance models, evaluation strategies, etc.) and their influence on the results (satisfaction, involvement, etc.).
- Describe the personal and organizational aspects involved in the strategic management of human resources.

3. Formative Activities

Academic activities will be developed during the course by means of different didactic strategies:

- activities
- practices
- projects
- others of similar objectives or nature:
 - practical cases
 - critical readings of articles,
 - individual and collective works, etc.

These activities will represent a 30% of the final grade.

4. Methodology

The majority of the course syllabus follows the main methodological guidelines of the Communicative Approach, based on the core principles of procedure conception and constructive acquisition of knowledge. The methodology is based on the teaching-learning procedures, focused on the learner, which encourages active participation and results in the development of general and specific competencies that prove knowledge, capacities and attitudes for their future professional careers.

5. Evaluation

The form of assessment is based on the core principles of the educational assessment, i.e., an active and participative teaching-learning process focused on the learner. The instructor uses numerous and differentiated forms of assessment to calculate the final grade received for this course. For the record, these are listed below. The content, criteria and specific requirements for each assessment category will be explained in greater detail in class.

5.1. Grading system

In the Spanish educational system, it is required to quantitatively express the result of each student's evaluation. In order to do so, Nebrija faculty uses different strategies and instruments such as: papers, exams, tests, projects, self-evaluation activities, etc. In order to issue a final grade for the Spanish Plus programs the following scale is established:

- 30 % Attendance and active participation in class
- 30% Daily work/ Papers/ Essays
- 40% Exams/ Final papers or projects*

Therefore, the final grade is the average between attendance and participation, daily work and exams, presentations, projects and essays.

Active participation in class is evaluated by means of different activities such as:

- Activities and exercises correction;
- Reflection upon the different contents in the course;
- Oral activities (individual, in pairs or in groups). Fluency, correction, adequacy and relevance are taken into account;

Daily work makes reference to any activity or task that is done inside or outside of the classroom, whether during the class time or at any other time.

Exams/ Final papers or projects

The course includes a midterm and a final written exam on theoretical concepts and course facts. If a student, unjustifiably, does not do or submit an exam, paper or project, it will be graded with a '0'.

*** A minimum grade of 5 must be obtained in a final exam/ final project in order to pass the course.**

5.2. Attendance, participation and grading policies

5.2.1. Attendance policy

Attendance is mandatory. In case of missing 5 or more sessions in one course, the student will receive a zero in his/her participation and attendance grade. In addition, not attending classes will not excuse the student from handing in any homework, papers or essays previously assigned.

The following situations must be considered:

- Each session of class will count as an absence.
- Two delays of more than 15 minutes will be considered an absence. The entrance to class will not be allowed after 30 minutes once it has started.
- There are no excused absences. E.g.: Not attending class because of sickness will count as an absence. The student is responsible for catching up with any homework done while absent.
- Exams dates have been officially approved by the University, therefore, they will not be changed.*

*Except for those courses where the professor will set up specific dates and inform the students at the beginning of the program.

5.2.2. Criteria to evaluate participation

Criteria to evaluate participation	Grade
The student participates very actively in the class activities. S/he successfully does the requested tasks. S/he contributes to a good development of the course, encourages his/her classmates and favor debate in class.	8.5 - 10
The student participates actively in the class activities. S/he does the requested tasks and submits them on time. Shows great interest to learn.	7 - 8.4
The student, occasionally, makes interesting remarks, but s/he basically answers when s/he is asked. S/he does not show a clear interest in the course. Misses classes occasionally.	5 - 6.9
The student does not participate unless s/he is asked. S/he has unjustified absences and delays. His/her attitude is not very participative.	0 - 4.9

5.2.3. Criteria to evaluate Daily Work

Criteria to evaluate Daily Work	Grade
The student always does all the work demanded by the professor, not only during the class but also at home. He/she always or almost always meets the deadlines established.	8.5 - 10
The student almost always does all the work demanded by the professor, not only during the class but also at home. Occasionally, he/she submits work after the established deadline.	7 - 8.4
The student occasionally does the work demanded by the professor, not only during the class but also at home. He/she does not normally meet the established deadlines and even occasionally does not submit the work.	5 - 6.9
The student never or almost never does the work demanded by the professor. He/she never or almost never meets the established deadlines.	0 - 4.9

5.2.4. Grading criteria

Number Grade	Letter Grade	Percentage
10	A+	100%
9.5 – 9.9	A	95 – 99 %
9 – 9.4	A-	90 – 94 %
8.5 – 8.9	B+	85 – 89 %
7.5 – 8.4	B	75 – 84 %
7 – 7.4	B-	70 – 74 %
6.5 – 6.9	C+	65 – 69 %
6 – 6.4	C	60 – 64 %
5 – 5.9	C-	5 – 59 %
0 – 4.9	F	0 – 49 %

5.3. Warning on plagiarism

When writing a University paper or essay and reference is made to certain authors, it is mandatory to cite them by means of a footnote or a direct reference. In no case it is acceptable that a student uses a text, no matter how brief it is, written by somebody else without putting it in inverted commas, as this means s/he is trying to make it look as his/her own. This is called plagiarism and in a university context it could be penalized with expulsion.

6. Bibliography

Basic bibliography

- Furnham, Adrian. "The Psychology of Behaviour at Work: The Individual in the Organization". Oxford University Press, 2001.

Complementary bibliography

- Muchinsky, Paul. (2002). Psychology Applied to Work: AND Concept Chart Booklet: An Introduction to Industrial and Organizational Psychology. Wadsworth Publishing Co Inc.

Other resources

Throughout the course different audiovisual and written materials will be provided. These materials will be available via Virtual Campus.

7. Lecturer Brief CV

To be determined.

8. Office Hours

Tutorial schedule will be confirmed in the first couple of sessions, to guarantee that the time schedule suits the needs of students and instructor. However, it is always advisable to make an appointment with the lecturer beforehand in order to ensure availability.

Campus Madrid Princesa
E-mail: to be determined

9. Course Content

SESSIONS	TOPIC
PRESENTATION OF THE COURSE (Session 1)	<ul style="list-style-type: none"> • Course aims, working procedures and assessments • Introduction to the material
PART 1 (Sessions 2-5)	<ul style="list-style-type: none"> • Environments • Organizational Structures • Human Resources Management
PART 2 (Sessions 6-8)	<ul style="list-style-type: none"> • Joining an organization • Corporate Culture
PART 3 (Sessions 9-11)	<ul style="list-style-type: none"> • Organizational Identity • Authentic Leadership in Organizations
SESSION 12	<ul style="list-style-type: none"> • MID-TERM EXAM
PART 4 (Sessions 13-17)	<ul style="list-style-type: none"> • Active performance in Organizations • Personal initiative
PART 5 (Sessions 18-22)	<ul style="list-style-type: none"> • Corporate Entrepreneurship • Creativity and Innovation in Organizations
PART 6 (Sessions 23-27)	<ul style="list-style-type: none"> • Occupational Stress • Psychosocial Risk Prevention • Healthy Organizations
SESSION 28	<ul style="list-style-type: none"> • FINAL EXAM