

Title of the Course		ORGANISATIONAL PSYCHOLOGY I	
Amount in credit points/ECTS)	2/3	Volume (in hours)	80
Prior knowledge	Psychology and basic principles of organisation's performance at the level of secondary school; social psychology; communication psychology		
Science Sector	Psychology		
Science Subsector	Social psychology		
Summary of academic hours		Amount (academic hours)	
Distance learning		40	
Contact hours / video lessons		8	
Exercises, self – assessment questions and tests		14	
Individual work/ discussions in distance		16	
Exams/tests		2	
1 <sup>st</sup> level professional study programme	Personnel Psychology and Human Resource Management		
Author(s) of the course	Dr. psych. Anita Lasmane		
Lecturer(s) of the course	Dr. psych. Anita Lasmane		
Goal of the course:	To develop students' understanding about the psychological factors of human behaviour in an organisation, make conclusions about psychology and use this knowledge in practice in order to improve employee's well-being, feelings, overall performance and effective activity of an organisation.		
Requirements for obtaining credit points (structure of course evaluation):	<u>The final evaluation is calculated:</u> Moodle discussion/tasks – 50% Exam – 50% <i>For obtaining final evaluation, both activities should hold successful evaluation – not below 4 points.</i> <i>Final evaluation is the average grade in 10-point system, in proportion of percentage distributed amongst both activities</i>		
Study Results			
1. Knowledge: 1.1. A student describes the psychological factors about human behaviour in an organisation: motivation, characteristics, self-efficiency, behaviour models. 1.2. A student lists the interdependences of individual and organisation's factors, their influence on the well-being, feelings and work efficiency of employees and overall results of an organisations. 2. Skills: 2.1. A student differentiates between the individual and organisational factors affecting human behaviour, discerns and analyses the interdependences of these factors; 2.2. A student differentiates between the methods and approaches of analyses on the influencing individual and organisational factors, applies them appropriately to the situation in an organisation. 3. Competences: 3.1. A student assesses own knowledge and skills on discerning the differences between the interdependences and analyses on the influencing individual and organisational factors, carries out			
For general use	Valid from 01.03.2021	Version 3	page 1 from 6

the factor analysis in a specific organisation and present the research results to the managers of the organisation.

3.2. A student discusses about the results of the analysis on the individual and organisational factors affecting human behaviour, develops a plan for improving the influence of specific factors in an organisation.

**Content of the Course**

No.	Subjects	Contact hours, video, audio lessons	Distance learning	Exercises, self- assessment questions and tests	Individual task – remote discussion. Description of the individual task is available in the E-studies	Exam
1.	<b>The meaning of organisational psychology in the operation of an organisation and enterprise, as well as human resources management:</b> reasons of its significance, the usefulness of the history of organisational psychology in context of today's work environment	8	2	1	1	2
2.	<b>Individual and organisational factors of human behaviour in an organisation:</b> classification of factors; administration (value system, characteristics, models of action, motivation and work motivation)		6	2	4	
3.	<b>Basic concept of leadership in psychology:</b> the changes in the notion of leadership in the 21st century (global leadership, creative leadership, emotional intellect concept), styles and practical application of approaches		6	1	1	

4.	<b>Individual and organisational factors of forming an effective manager-leader:</b> classification of factors, characteristics, self-management and management of interdependence of factors in an organisation		4	2	2	
5.	<b>Individual and organisational factors of internal and external communication:</b> classification of communication; classification of factors; communication constraints and management of their influence at an individual and organisational level		6	2	2	
6.	<b>Psychological aspects of decision-making:</b> individual and group aspects in decision-making, rational and irrational factors; rational and irrational approach to decision-making		6	2	2	
7.	<b>Culture of an organisation:</b> explanation of the notion: the connection of employee's psychological well-being and organisational efficiency with the culture of an organisation; management of an organisational culture in the 21st century.		4	2	2	
8.	<b>Management of employee's subjective welfare:</b> subjective welfare as a factor for organisation's sustainability (management of the professional burnout, stress and welfare		6	2	2	

	improvement programs; the practice of consciousness in an organisation)					
<b>TOTAL:</b>		8	40	14	16	2
		<b>80</b>				

**Mastering the course and successfully passing examination, student is capable of** (*knowledge, skills and competencies*)

Study Results:	Evaluation Criteria		
	(40-69%)	(70-89%)	(90-100%)
<b>Knowledge</b>	Name, recognize the terminology of organisational psychology; understand the individual and organisational factors affecting human behaviour in an organisation, the consequences of the influence in an organisation	Recognize and define the individual and organisational factors affecting human behaviour in an organisation, their interdependence, the meaning of consequences of the influence in an organisation to	Understand the reasons of psychological factors affecting human's behaviour the interdependence of influence and conditions of influence, consequences; define the possibilities of factor influence in a definite organisation
<b>Skills</b>	Use appropriate terminology, justify their use when analysing the factors influencing human behaviour in an organisation; analyse the consequences of factor influence in an organisation	Analyse the interdependence of factors influencing human behaviour in a specific organisation; integrate the theory and the newest conclusions gained in practice into the analysis of human behaviour; compare and justify the effectiveness of use of psychological conclusions in various organisations	Integrate the theories, practice and personal experience of organisational psychology into the development of problem solutions in a specific organisation; discuss the gained conclusions and model effective solutions for the detected problems
<b>Competences</b>	Responsibility and critical thinking, self-motivation for	Responsibility, initiative, critical thinking, creativity	Critical thinking, creativity, organisational and

	the analysis of psychological factors on human behaviour in an organisation; understanding of the use of conclusion on self-effectiveness in organisational psychology; planning skills for the analysis of organisational psychology aspects in a specific organisation	in the analysis of connection of psychology theories and practice; planning and cooperation skills in the analysis of organisational psychology aspects in a specific organisation; analysis of self-motivation and self-effectiveness in the use of conclusions in organisational psychology in an organisation conclusion	planning, cooperation and presentation skills in the application of organisational psychology theories for the improvement of self-effectiveness; the analysis of psychological factors in the development of a specific organisation; the use of research results for the improvement of organisation's operation
--	--	---	--

## Acknowledgement of the obtained study results

Study Results	1.	2.	3.
Evaluation Method			
Moodle discussions/tasks	X	X	X
Exam	X	X	X

## Core Literature

1.	Reņģe, V. (2007). Mūsdienu organizāciju psiholoģija. Rīga: Zvaigzne ABC. ISBN 9789984379142
2.	Arnold, J., Randall, R., Patterson, F., et al. (2016). Work Psychology: Understanding Human Behaviour in the Workplace, 6th edition. Harlow: Pearson Education, Ltd. ISBN 978-1292063409
3.	Landy, F. J., Conte, J. M. (2016). Work in the 21st Century: An Introduction to Industrial and Organizational Psychology, 5th Edition. New Jersey: John Wiley&Sons, Inc. ISBN 978-1118976272
4.	Schein, E. H. (2016). Organizational Culture and Leadership, 5th Edition. New Jersey: John Wiley&Sons, Inc. ISBN 978-1119212041
5.	Reņģe, V. (2007). Mūsdienu organizāciju psiholoģija. Rīga: Zvaigzne ABC. ISBN 9789984379142

## Additional Literature

1.	Dubkēvičs, L. (2009). Organizācijas kultūra. Rīga: Jumava. ISBN 9789984387024
2.	Kouzes, J. M., Posner, B. Z. (2017). The Leadership Challenge: How to Make Extraordinary Things Happen in Organizations (J-B Leadership Challenge: Kouzes/Posner), 6th edition. New Jersey: John Wiley&Sons. ISBN 978-1119278962
3.	Kānemans, D. (2012). Domā ātri, domā lēnām (oriģinālā - Daniel Kahneman. Thinking, fast and

	slow, 2011). Rīga: Jumava. ISBN 9789934112102
4.	Van Aken, J. E. (2018). Problem Solving in Organizations: A Methodological Handbook for Business and Management Students. Cambridge: Cambridge University Press, ISBN 978-1108402774
5.	Alexander, K., Price, I. (Eds.) (2017). Managing Organizational Ecologies: Space, Management, and Organizations. New York: Routledge, Routledge Studies in Innovation, Organizations and Technology. ISBN 978-1138107311
6.	Grandey, A., Diefendorff, J., Rupp, D.E. (2017). Emotional Labor in the 21st Century: Diverse Perspectives on Emotion Regulation at Work (Organization and Management Series). New York: Routledge. ISBN 978-1848729490
7.	Reb, J., Atkins, P.W.B. (Eds.) (2017). Mindfulness in Organizations: Foundations, Research, and Applications (Cambridge Companions to Management). Cambridge: Cambridge University Press. ISBN 978-1107683440
<b>Recommended Periodicals</b>	
1.	Organizāciju psiholoģijas institūciju mājas lapas: Society for Industrial and Organizational Psychology, <a href="http://www.siop.org">www.siop.org</a> ; <a href="http://www.apa.org/about/division/div14.aspx">http://www.apa.org/about/division/div14.aspx</a> ; European Association of Work and Organizational Psychology (EAWOP), <a href="http://www.eawop.org">http://www.eawop.org</a> /; Latvijas organizāciju psihologu biedrība, <a href="http://www.lopb.lv/">http://www.lopb.lv/</a> : aktualitātes, resursi, publikācijas.
2.	Raksti par organizāciju psiholoģijas jautājumiem žurnālos: Baltic Journal of Psychology ( <a href="https://www.lu.lv/bpz/home/">https://www.lu.lv/bpz/home/</a> ); Psiholoģijas pasaule ( <a href="http://www.psihologijas pasaule.lv">www.psihologijas pasaule.lv</a> ); Biznesa psiholoģija ( <a href="http://www.biznesapsihologija.lv">www.biznesapsihologija.lv</a> ).
3.	Informācija par grāmatām organizāciju psiholoģijā: <a href="https://www.amazon.com/Best-Sellers-Kindle-Store-Occupational-Organizational-Psychology/zgbs/digital-text/156534011">https://www.amazon.com/Best-Sellers-Kindle-Store-Occupational-Organizational-Psychology/zgbs/digital-text/156534011</a> ; <a href="http://www.apa.org/pubs/books/course-industrial.aspx">http://www.apa.org/pubs/books/course-industrial.aspx</a>
4.	BVK studentiem pieejamā EBSCO zinātnisko rakstu datu bāze (sk. Academic Search Complete); atslēgas vārdi: organizational psychology; organizational culture; personnel psychology; psychological factors of the decision-making; skillful communication in the workplace; well-being in the workplace; emotional labor; mindfulness in organization