

Title of the Course		ORGANISATIONAL PSYCHOLOGY II	
Amount in credit points/ECTS)	2/3	Volume (in hours)	80
Prior knowledge	Organisational psychology II, preferably basic knowledge in human resource management and management science		
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 deepen student’s understanding about the psychological aspects of organisational development approach and methods in order to improve the skill to use the psychological methods for the improvement of psychological and mental well-being of enterprise’s personnel for the professional development		
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 aspects for the use of methods and approaches for organisation’s development; lists the main identification approaches and methods of organisation’s development. 1.2. A student names the types of employee behaviour in an organisation and the changing individual and organisational factors. 2. Skills: 2.1 A student chooses the most appropriate approaches and methods for the improvement of organisation’s psychological environment, for the management of employees’ behaviour; 2.2. A student uses the methods of organisational psychology in order to research the factors of decision-making, work motivation, communication psychology, management of employees’ psychological and mental well-being. 3. Competences: 3.1. A student carries out methodologically correct research of the psychological factors of organisation’s development, the analysis of the gained results and development of the necessary			
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improvement activities;

3.2. A student discusses the organisational psychology issues, justifies one's opinion about the causes of the problem situations, problem characteristics and useful solutions.

**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>Approaches and methods to organisation development in practice:</b> classification of methods and approaches, psychological aspects.	8	2	1	1	2
2.	<b>Change psychology: stages of change processes;</b> employee resistance to changes and its reduction possibilities; psychological aspects of change process management.		6	2	4	
3.	<b>Practical research of factors affecting decision-making:</b> social notice concept; limited rationality concept; factor research methods.		6	1	1	
4.	<b>Communication improvement in an organisation: research of psychological factors (authority, power, influence, emotional intellect)</b> and development of improvement programmes in practice.		4	2	2	
5.	<b>Types of employee behaviour change in an organisation:</b> approaches and methods; management of motivation for work in		6	2	2	

	an organisation.					
6.	<b>Psychological aspects of organisational culture improvement:</b> factors and principles affecting improvement; improvement methods (survey, interviews, business games) and innovative approaches and methods.		6	2	2	
7.	<b>Research of aspects and factors of employee well-being and improvement in an organisation:</b> stress and professional burn-out; emotional work research (opportunities and constraints); employee co-ownership of execution of improvement programmes of well-being		4	2	2	
8.	<b>Possibility identification and execution of employees’ professional development in an organisation:</b> conditions for human resources management; research of attitudes; research of self-efficiency		6	2	2	
<b>TOTAL:</b>		8	40	14	16	2
<b>80</b>						
<b>Mastering the course and successfully passing examination, student is capable of</b> <i>(knowledge, skills and competencies)</i>						
<b>Study Results:</b>		<b>Evaluation Criteria</b>				
		<i>(40-69%)</i>	<i>(70-89%)</i>		<i>(90-100%)</i>	

<b>Knowledge</b>	Name, recognize the psychological aspects in the use of approaches and methods in organisational development; define the main identification methods and approaches of psychological factors of organisational development	Recognize and define the psychological aspects in the use of approaches and methods in organisational development; based on personal experience and good practice examples; define the main identification methods and approaches of psychological factors of organisational development and change identification of human behaviour	Understand the psychological aspects in the use of approaches and methods in organisation's tactic and strategic development; understands the main identification methods and approaches of psychological factors of organisational development in a specific organisation and specific situation; Understand the conditions for the use of good practice examples in a specific organisation
<b>Skills</b>	Use and justify the appropriate methods and approaches for the improvement of psychological environment; for the employee behaviour management and professional development; Use the methods of organisational psychology in order to define the decision-making, work motivation, psychological factors of communication and their in an organisation; define the opportunities and problems of	Analyse approaches and methods for the improvement of organisation's psychological environment, the usefulness of employee behaviour management in a specific organisation; Check and use methods of organisational psychology in order to research decision-making, work motivation, factors of communication psychology; their interrelated connection; Usefulness of	Synthesize and integrate varied appropriate approaches and methods for the management of employee behaviour, improvement of organisation's psychological environment, model the results of the use of methods and approaches use; Analyse problems in an organisation and use integrated methods of organisational psychology in order to research decision-making, work

	management of employees' psychological and mental well-being	management of employees' psychological and mental well-being in a specific organisation	motivation, factors of communication psychology, management of psychological and mental well-being; integrate examples of good practice in the management of employees' mental well-being in a specific organisation; anticipate the results of the use of integrated methods
<b>Competences</b>	Responsibly, critically and in a self-motivated way to research the psychological aspects of organisation's development, gain the analysis of results and make decisions about the development of necessary improvement; responsibly and in a justified manner to discuss about the issues of organisational psychology in a specific organisation, justify one's opinion about the consequences of the problem situations and possible solutions	Show responsible initiative, critical thinking, creativity in the research of the psychological factors, gained results and development of necessary improvement activities; can clearly present the research results at the work place and study group; Discuss the issues related organisational psychology, justify one's opinion about the causes of problem situations, problem signals and useful solutions; model the results of solutions	Be self-motivated and self-weight, critically thinking, be creative when cooperating with the colleagues at workplace and study group mates; plan and organise the research of the factors of organisation's development; do analysis of the gained results; model necessary improvement activities; develop a specific improvement plan in a specific organisation; discuss the issues related to organisation's psychology, justify one's opinion, problem causes; signals; model the criteria of useful solutions
<b>Acknowledgement of the obtained study results</b>			

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. 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
3. Schein, E. H. (2016). Organizational Culture and Leadership, 5th Edition. New Jersey: John Wiley&Sons, Inc. ISBN 978-1119212041
4. Levy, P. (2019). Industrial/Organizational Psychology: Understanding the Workplace, 6th Edition. Kindle Edition. ISBN 978-1319107390

**Additional Literature**

1. Dubkēvičs, L. (2012). Līderība vadīšanā. Rīga: RaKa. ISBN 9789984461670
2. Burke, W. W. (2017). Organization change: Theory and practice, 5th edition. Thousand Oaks, CA: Sage. ISBN 978-1506357997
3. Shaul, O., Michel, A., By, R. T. (2013). The Psychology of Organizational Change. Viewing Change from the Employee's Perspective. Cambridge: Cambridge University Press. 9781107020092
4. 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
5. Quick, J. C., Tetrick, L. (Eds.) (2011). Handbook of Occupational Health Psychology, Second Edition. American Psychological Association. ISBN 978-1-4338-0776-3
6. 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

**Recommended Periodicals**

1. Organizāciju psiholoģijas institūciju mājas lapas: Society for Industrial and Organizational Psychology, [www.siop.org](http://www.siop.org); <http://www.apa.org/about/division/div14.aspx>; European Association of Work and Organizational Psychology (EAWOP), <http://www.eawop.org/>; Latvijas organizāciju psihologu biedrība, <http://www.lopb.lv/>; aktualitātes, resursi, publikācijas.
2. Raksti par organizāciju psiholoģijas jautājumiem žurnālos: Baltic Journal of Psychology (<https://www.lu.lv/bpz/home/>); Psiholoģijas pasaule ([www.psihologijaspasaule.lv](http://www.psihologijaspasaule.lv)); Biznesa psiholoģija ([www.biznesapsihologija.lv](http://www.biznesapsihologija.lv));
3. Informācija par grāmatām organizāciju psiholoģijā: <https://www.amazon.com/Best-Sellers-Kindle-Store-Occupational-Organizational-Psychology/zgbs/digital-text/156534011>; <http://www.apa.org/pubs/books/course-industrial.aspx>
4. BVK studentiem pieejamā EBSCO zinātnisko rakstu datu bāze (sk. Academic Search Complete); atslēgas vārdi: organizational culture; mindfulness in organization, occupational health; psychology of organizational change; emotional intelligence; stress and burnout management in organization;

well-being in the workplace