

**RTU Course "Organizational Psychology"**

23101 null

**General data**

Code	HSP489
Course title	Organizational Psychology
Course status in the programme	Compulsory/Courses of Limited Choice; Courses of Free Choice
Course level	Undergraduate Studies
Course type	Academic
Field of study	Social Science
Responsible instructor	Sandra Gudzuka
Academic staff	Silvija Rēvele
Volume of the course: parts and credits points	1 part, 2.0 Credit Points, 3.0 ECTS credits
Language of instruction	LV, EN
Annotation	Psychological characteristics of a manager. Psychological characteristics of a worker. Psychological theories of management. Organizational culture and its levels. Staff selection. Team building. Organization development.
Goals and objectives of the course in terms of competences and skills	The subject develops students' psychological competence in the organization and human work behavior: 1. Structure knowledge about the organization and human interaction. 2. Develop the use of psychological theory into practice. 3. Develop the skills of organization and personal behavioral assessment.
Structure and tasks of independent studies	1. Literature studies on the psychology of organizations. 2. Prepare and present a organization, employee actions psychological analysis. 3. Create personal psychological exposition, using test data and expert assessments.
Recommended literature	Reņģe V. Mūsdienu organizāciju psiholoģija. R., Zvaigzne ABC, 2007 Reņģe V. Organizāciju psiholoģija. R., Kamene, 1999 Garleja R., Vidnere M. Psiholoģijas un sociālās uzvedības aspekti ekonomikā. R., RaKa, 2000. Garleja R. Darbs, organizācija un psiholoģija. R., RaKa, 2003
Course prerequisites	Not required.

**Course outline**

Theme	Hours
1. Subject of organizational psychology, research methods, history.	2
2. Psychology of human behavior in organizations: behavioral and cognitive approaches, human relations paradigm.	4
3. Work motivation theories. Satisfaction and motivation research, evaluation methods.	4
4. Communicative processes in organizations; psychological artefacts.	4
5. Groups and group management in organizations: dynamics, roles, formal and informal communication, mobbing manifestations	4
6. Psychology of leaders, management and leadership theory, operational models.	4
7. Culture in organizations: theory, research, links to staff behavior, traditions, and management style.	4
8. Employee selection and assessment psychological aspects.	6

**Learning outcomes and assessment**

Learning outcomes	Assessment methods
Understanding of the organization's functioning and the psychological aspects of human behavior. - Examination work. Case studies. Assignments. Test.	
Understanding and behavioral skills in job interviews and assessment procedures. - Participation in role play. Own task managing. Test.	
Understanding the psychology of the leader's actions, skills to manage group work. - Unassisted work. Analysis of the situation. Group tasks accomplishment. Test.	
Understanding the culture of the organization, to carry out aerobic skills in research and observation of the organization. - Unassisted work, case studies and modelling. Test.	

**Study subject structure**

Part	CP	Hours per Week			Tests			Tests (free choice)		
		Lectures	Practical	Lab.	Test	Exam	Work	Test	Exam	Work
1.	2.0	1.0	1.0	0.0	*					