

# Psychologie du travail et des organisations II

## Lecturer

Cécile VAN DE LEEMPUT (Coordinator)

## Course mnemonic

PSYC-E208

## ECTS credits

5 credits

## Language(s) of instruction

French

## Course period

Second term

## Campus

Solbosch

## Course content

Relationship towards work, employment, and organization - self-efficacy - Motivation at work - Commitment at work - Organizational involvement - Job satisfaction

Organizational behaviors - Organizational socialization - Organizational citizenship behaviors - Deviant behaviors

Use of technology - Telework

Psychosocial risks - Health, quality of life - Work-related addictions - Work-related stress - Burnout - Work-related harassment - Work-related well-being

Relationship between work and non-work life - Perception of the organization and the work environment - Psychological contract - Organizational justice - Organizational support and social supports - Quality of work relations (LMX)

Analysis of work and working conditions, ergonomic approach

Economic psychology and consumer studies

## Objectives (and/or specific learning outcomes)

Identify, analyze and synthesize the scientific approaches, concepts and methods

Identify the concepts, their determinants and their effects

Understand the methods, tools and practices in context

Analyze and justify the links between concepts, situations, methods...

Express oneself in a structured, precise and nuanced way

## Pre-requisites and co-requisites

### Co-requisites courses

PSYC-E106 | Psychologie du travail et des organisations I | 5 crédits

## Teaching method and learning activities

The course will be organized in the form of a lecture aimed at exposing the major issues and concepts of work psychology. Exercises and case studies will be proposed as part of the course to illustrate the concepts, to carry out application exercises and to engage in critical reflection on certain problems.

## Contribution to the teaching profile

### Understanding scientific texts; oral and written communication

- › Identify the key themes underpinning a specific scientific issue
- › Synthesize the main ideas around an issue, and communicate clear, precise and well-argued information, both orally and in writing
- › Understand a scientific text or presentation in English

### Working in a group and managing a project together

- › Use different methods to work collaboratively (allocating tasks, organising the group, etc.)
- › Use different tools to collaborate, including digital platforms
- › Communicate proactively with different types of people (e.g. fellow students, teachers, ...).

### Adopt an ethical and deontological posture

- › Develop an awareness of the ethical implications of research and interventions, taking into account the legislative framework and the codes of ethics governing each different discipline.
- › Be aware of the role of subjectivity when describing and analysing phenomena or data.

### Learn about the process of scientific research

- › Identify the various epistemological paradigms and theoretical frameworks used in research
- › Identify and select relevant sources in relation to a research question
- › Formulate a research hypothesis based on logical arguments
- › Select and apply appropriate research methods, according to the type of data collected
- › Apply appropriate data analysis methods to test research hypotheses
- › Present results and a well-argued conclusion, in line with the research method used

### Identify and relate to issues in the psychological sciences, education and speech therapy

- › Situate specific issues within the sub-disciplines of psychology

- > Analyse societal issues in the light of theoretical knowledge
- > Identify approaches, methods, analysis and intervention tools for a psychological, pedagogical and/or logopaedic evaluation
- > Distinguish the different forms of analysis that can be adopted in order to understand a particular psychological phenomenon (e.g. biological, developmental, psychosocial, inter-individual...)

## References, bibliography and recommended reading

Reference book : Vayre, E. (2019). 20 grandes notions de Psychologie du travail et des organisations, Ed. Dunod

Additional documents (articles, video, ...) can be made available on the UV

## Course notes

Podcast

## Other information

### Place(s) of teaching

Solbosch

### Contact(s)

Cécile van de Leemput

cecile.van.de.leemput@ulb.be

Organisational support : psytc@ulb.be

## Evaluation method(s)

written examination

### Evaluation method(s) (additional information)

The evaluation will be done by written exam.

Detailed information will be provided during the semester, especially during the first class session.

### Determination of the mark (including the weighting of partial marks)

The final score will be calculated on the basis of the written exam

### Main language(s) of evaluation

French

## Programmes

Programmes proposing this course at the faculty of Psychology, Educational Sciences and Speech and Language therapy

BA-LOGO | Bachelor in Psychology and Education : Speech and Language Therapy | unit 2 and BA-PSYE | Bachelor in Psychology and Education : General | unit 2

