

7 ECTS/ 3 US credits

Instructor: Mgr. Nikola Frollová

Aims of the course:

The course is aimed to acquire knowledge of basic concepts of psychology and sociology in organization and links among them with respect to their application in management. The course is also focusing on different approaches to psychology of individuals, motivation theories and approaches to psychology of personalities. The course deals with different types of employment (including self-employment, domestic work, etc.) and deals with career management. The course provides with basic methodological orientation, teaches how to work with various informational resources and helps to create conditions for acquirement of skills which are necessary for their effective application to practice.

Learning outcomes and competences:

Upon successful completion of this course, students will be able to:

- know basic conceptions and methods of psychology and sociology in organization
- use a selected method to obtain information about certain social fact or phenomenon
- work in teams on a project and present results of their teamwork
- write an essay on findings
- distinguish between different types of employment

Course content:

The course focuses on psychological and sociological aspects of an organization, including work motivation, culture and systems of organization, types of employment, job satisfaction and current roles and challenges of managers and/ or leaders.

Course content in details:

1. introduction to psychology and work and organizational psychology, subject of psychology and work and organizational psychology, system of psychological branches, methodological grounding, history of psychology, relevant approaches in psychology - gestaltpsychology, psychoanalysis, behaviorism, humanistic psychology
2. introduction to sociology, social organization, concept and definition; history of sociology; research methods and ways to obtain and process data
3. sociology in organization – social system, structure
4. personality in psychology, personality and society - social groups and roles, social perception and communication, structure and dynamics of personality (abilities, motivation, personality traits)
5. motivation - sources of motivation, performance motivation, motivation profile, work and organizational psychology - history of work and organizational psychology, working conditions
6. work organization – principles of work structuring, nature of work organization, human resource practices, occupational structure, class, status
7. organizational structures and culture, organizational design, social institutions
8. social structure and dynamics - vertical and horizontal structure, social groups and work groups
9. man and work - job analysis, competence, performance and motivation, job satisfaction
10. interpersonal relations in the workplace, social climate, work group and team group, communication in the workplace,
11. personality and work of a manager, stimulation of employees and work groups, psychology in organization and system of HRM, counselling
12. changing tasks of managers – managers today, from manager to leader, different roles of manager and leader in organization
13. conflicts in organization, role of manager, tensions and work conflicts, stress, means to deal with stress, work-life balance, mobilization of interests

Grading scale:

Grade	%
1	90 - 100
2	75 - 89
3	60 - 74
Failed	below 60
4+	50 - 60

Assessment methods (weight):

Active lecture/seminar/workshop/tutorial participation/ attendance		20 %
Presentation of team work		45 %
Final Test		20 %
Essay paper		15%
Total – maximum		100 %

Literature:

Students will receive pre-readings of research articles and other relevant sources.

	ISBN	Title	Authors	Year
RE	978-1-138-94181-6	Sociology, work and organization (seventh edition)	Tony Watson	2017
RE	978-1841695044	The Psychology of Behaviour at Work: The Individual in the Organization (2nd Edition)	Adrian Furnham	2005