



## COURSE UNIT (MODULE) DESCRIPTION

Course unit (module) title	Code
<b>ORGANIZATIONAL PSYCHOLOGY AND ORGANIZATIONAL BEHAVIOUR</b>	

Lecturer(s)	Department(s) where the course unit (module) is delivered
<b>Coordinator:</b> Ieva Urbanavičiūtė, assoc. prof.	Institute of Psychology, Faculty of Philosophy
<b>Other(s):</b>	

Study cycle	Type of the course unit (module)
First (undergraduate)	Elective

Mode of delivery	Period when the course unit (module) is delivered	Language(s) of instruction
On-site	Fall	English

Requirements for students	
<b>Prerequisites:</b> none	<b>Additional requirements (if any):</b>

Course (module) volume in credits	Total student's workload	Contact hours	Self-study hours
5	136	48	88

Purpose of the course unit (module): programme competences to be developed		
This module is aimed at familiarizing students with various aspects of human functioning in the workplace. It provides an overview of research and theory in industrial/organizational (I/O) psychology and organizational behaviour (OB). In this course, students will gain foundational knowledge about the key concepts, theoretical frameworks, and practical applications in the field.		
Learning outcomes of the course unit (module)	Teaching and learning methods	Assessment methods
Students will understand key concepts and areas of inquiry in the I/O psychology and OB literature at the individual, work, and organizational levels.	Lecture, small group discussion, case study, self-reflection, class presentations	Written exam, graded essay and class presentation, graded seminar assignments
Students will acquire knowledge on classic and emerging theories in the field.		
Students will learn to recognize and define psychological processes governing people's attitudes, behaviours, and performance in work settings.		
Students will gain the ability to compare different theoretical principles and discuss their practical applications.		

Content: breakdown of the topics	Contact hours							Self-study work: time and assignments	
	Lectures	Tutorials	Seminars	Exercises	Laboratory work	Internship/work placement	Contact hours	Self-study hours	Assignments
1. Historical developments in I/O psychology and organizational behaviour. Introduction to the main concepts and phenomena.	4						4	6	Assigned readings
2. Working conditions: Physical work environment and psychosocial job characteristics; top-down and bottom-up principles of job design.	4						4	10	Assigned readings, essay (if selected)
3. Work stress: Definition, measurement, coping mechanisms, implications for occupational health.	2		2				4	8	Assigned readings, preparation for the seminar, essay (if selected)
4. Work motivation: Theoretical foundations and practical implications.	4		2				6	10	Assigned readings, preparation for the seminar, essay (if selected)
5. Employee attitudes and (dys)functional workplace behaviours. Performance appraisals.	4		2				6	10	Assigned readings, preparation for the seminar, essay (if selected)
6. Leadership and power in organizations. Classical and emerging approaches.	4		2				6	10	Assigned readings, preparation for the seminar, essay (if selected)
7. Group processes: Organizational communication, team dynamics, conflict management	2		2				4	8	Assigned readings, preparation for the seminar, essay (if selected)
8. Organizational climate and culture	2		2				4	8	Assigned readings, preparation for the seminar, essay (if selected)
9. Managing diversity at work	2		2				4	8	Assigned readings, preparation for the seminar, essay (if selected)
10. Trending topics: work-home balance, digitalization, new directions in employee selection, etc.	4		2				6	10	Assigned readings, preparation for the seminar, essay (if selected)
<b>Total</b>	<b>32</b>		<b>16</b>				<b>48</b>	<b>88</b>	

Assessment strategy	Weight, %	Deadline	Assessment criteria
Class presentation on selected topic, essay (5 pages)	25% (10% for presentation + 15% for essay)	During the term	Presentation: clarity, ability to explain the main points and respond to questions, proper timing. Essay: subject coverage, structure, and quality of argumentation. Note: this coursework is compulsory and must be completed before taking the exam.
Seminar assignments (such as case analyses)	10%	During the term	Quality of group work, thoughtful application of key concepts and/or theoretical principles.

Written exam	65%	End of term	Percentage of correct answers to closed-ended questions. Demonstrated knowledge of course materials and the quality of argumentation when responding to open-ended questions.
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Author	Year of publication	Title	Issue of a periodical or volume of a publication	Publishing place and house or web link
<b>Compulsary reading</b>				
Anderson, N., Ones D.S., Sinangil, H.K., & Viswesvaran, Ch. (Eds.)	2001; 2005	Handbook of Industrial, Work and Organizational Psychology. Vol. 1, 2		Sage Publications
Schmitt, N. W., Highhouse, S., & Weiner, I. B. (Eds.)	2012	Handbook of Psychology Vol. 12: Industrial and Organizational Psychology, Second Edition		John Wiley & Sons
Barling, C., & Cooper, C. L. (Eds.)	2008	The Sage Handbook of Organizational Behavior, Vol. 1		Sage Publications
-	-	Selected readings and podcasts provided by the instructor		-
<b>Optional reading</b>				
Bakker, A. & Leiter, M. (Eds.)	2010	Work Engagement. A Handbook of Essential Theory and Research		Psychology Press
Yukl, G.	2010	Leadership in Organizations		Prentice Hall
Ashkanasy, N., Wilderom, C.P., & Peterson, M. F. (Eds.)	2011	Handbook of Organizational Culture and Climate, Second Edition		Sage Publications
Johns, G., & Saks, A. M. (Eds.)	2020	Organizational Behaviour: Understanding and Managing Life at Work, 11th edition		Pearson Education
Swanson, R.A. & Holton III, E.F. (Eds.)	2005	Research in Organizations. Foundations and Methods of Inquiry		Berrett-Koehler