

- Faculté des sciences
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Organizational Behavior (3PS2051)

Filières concernées	Nombre d'heures	Validation	Crédits ECTS
Master en psychologie, orientation psychologie du travail et des organisations	Cours: 2 ph	Voir ci-dessous	3

ph=période hebdomadaire, pg=période globale, j=jour, dj=demi-jour, h=heure, min=minute

Période d'enseignement:

- Semestre Printemps

Equipe enseignante

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Contenu

Organizational behavior refers to different types of behaviors that individuals demonstrate in organizational settings. This seminar covers a variety of such behaviors, taking a look at their antecedents, outcomes, measurement, and their relevance for organizational practice. First, we will get to know different types of job performance and their assessment. Second, we will focus on different types of proactive behavior, defined as taking initiative in improving current circumstances or creating new ones, with a special emphasis on both the positive as well as potentially negative aspects of this behavior. In doing so, we will also get to know the construct of job crafting, whereby employees actively redesign their own jobs in order to achieve better fit and create higher meaningfulness. Third, we will become acquainted with impression management on the job, referring to different tactics whereby employees try to influence the impression that they have on others. We will further hear a practitioner talk on proactive behavior and conduct interviews with HR representatives on organizational practices concerning the aforementioned behaviors.

Forme de l'évaluation

Students will work in groups for conducting the practitioner interviews. Major findings of these interviews along with ideas for improvement for the respective organization will be presented and discussed in class (50% of the final grade). Student groups will finally hand in a written report of their presentation that also covers further ideas and suggestions discussed in class (50% of the final grade). Participating organizations may receive a final short report of students' findings and suggestions.

If a student fails, he/she will summarize and critically discuss a selection of scientific papers related to the course topic. This task will make up 100% of the final grade.

Documentation

Conte, J. M., & Landy, F. J. (2018). Work in the 21st century: An introduction to industrial and organizational psychology (6th ed.). Hoboken, NJ: Wiley.

Further materials will be directly distributed in class.

Pré-requis

Students are expected to be interested in the topic, to take part in classroom discussions and to read scientific articles. Course language will be English.

Forme de l'enseignement

The course will be conducted in a highly interactive manner, meaning that input sessions from the teacher will be followed by discussions in class as well as group work. In the final phase of the course, students will present the major findings from their interviews conducted with HR representatives.

Objectifs d'apprentissage

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Au terme de la formation l'étudiant-e doit être capable de :

- Communicate their findings and insights from the practitioner interviews in class
- Summarize the major empirical findings related to antecedents and outcomes of the different behaviors discussed in class.
- Explain different concepts of organizational behavior and their underlying theoretical models
- Relate and integrate the information obtained in the practitioner interviews with class content
- Develop suggestions and ideas for organizational improvement

Compétences transférables

- Communiquer , traiter, gérer et générer l'information
- Travailler en équipe
- Appliquer ses connaissances à des situations concrètes
- Générer des idées nouvelles (créativité)
- Communiquer dans une seconde langue
- Travailler en groupe et dans des organisations