

- Faculté des sciences
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### The good and bad sides of voluntary work behavior (3PS2063)

Filières concernées	Nombre d'heures	Validation	Crédits ECTS
<b>Master en psychologie, orientation psychologie du travail et des organisations</b>	<b>Cours: 2 ph</b>	Voir ci-dessous	6

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

#### Période d'enseignement:

- Semestre Printemps, Semestre Automne

#### Equipe enseignante

Prof. Maïke Debus  
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#### Contenu

ATTENTION : vous devez impérativement vous inscrire auprès du secrétariat de l'IPTO via un lien Qualtrics qui sera transmis aux étudiant-e-s mardi 19 septembre. L'unique période d'inscription sera ouverte du mardi 19 septembre à midi jusqu'au mercredi 20 septembre midi. Toute inscription hors délai ne sera pas prise en considération.

Lorsque vous êtes en possession de votre log in @unine.ch, n'oubliez pas de vous inscrire sur IS-Academia !  
Le nombre de places est limité et la priorité sera donnée aux étudiant.e.s du MsPsyTO de l'IPTO.

The course will focus on contextual work behavior, typically referring to behaviors that employees engage in on a voluntary basis and that aim at benefitting the organization. One such type of behavior is organizational citizenship behavior (OCB), which entails, for example, helping coworkers or making suggestions to improve organizational functioning. Research has largely viewed such behavior from a positive side in terms of predictors and outcomes. Yet, researchers have recently argued that employees may not engage in OCB entirely voluntarily, but may feel pressured by their organization to do so. Accordingly, this concept has been referred to as OCB pressure. In this course, we will take a closer look at antecedents, outcomes and boundary conditions of OCB pressure. Students will work in small groups to develop a research idea related to OCB pressure, design a study, collect data, analyze data and write a research report. To communicate their research findings to a broader audience, students will also create a feedback report for all participants and develop practical recommendations based on the results of their studies.

This course will take place over two semesters and will continue in the Spring semester.

#### Forme de l'évaluation

Continuous assessment: Research report (75%), poster presentation (25%). Students are expected to recruit a certain number of subjects for the planned study. There will be a grade deduction if the target number of subjects is not reached.

#### Modalités de rattrapage

If students fail, they will take a 2 hours-exam to be directly arranged with the professor.

#### Documentation

Materials will be directly distributed in class.

#### Pré-requis

- Bachelor degree in psychology
- Students are expected to take part in classroom discussions and to read scientific articles. Course language will be English.

#### Forme de l'enseignement

Research project

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#### **Objectifs d'apprentissage**

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

- Explain different theories related to voluntary work behavior
- Analyse data with SPSS to test hypotheses
- Carry out a study in line with open science standards
- Design a study
- Summarize the major empirical findings related to OCB pressure
- Produce a research summary for laypeople
- Develop practical recommendations based on research findings
- Present research findings in the form of a scientific poster
- Write a scientific research report

#### **Compétences transférables**

- Criticise complex issues
- Work in a team
- Apply knowledge to concrete situations
- Produce research at an appropriate level
- Communicate in a second language
- Generate new ideas (creativity)