ORGANIZATIONAL PSYCHOLOGY

Credit points	6 CP
Study course annotation	The course introduces students to the basics of organizational psychology, develops an understanding of individual and group behaviorin the organization. Students receive initial skills to solve personal and organizational problems.
Aim of the study course	To acquaint students with the basic theories and methods of organizational psychology, as well as present the factors contributingto the effective functioning of the organization.
Objectives of the course	• Present the basic theoretical approaches in modernorganizational psychology. • Give an idea of the main directions of research in the field of organizational psychology and methods of psychological research in organizations; Consider the basic research paradigms and descriptions of organizations. • Analyze the main psychological phenomena that occur in organizations in order to increase the effectiveness of their activities (communication at the workplace, group and team processes within the organization, organizational leadership, power and influence in the organization, organizational cultureand development). • Provide an understanding of the psychology of personnel - work analysis, personnel selection, personnel selection methods, performance evaluation, staff development and training;

	Knowledge	Skills	Competences
Study course results	• Knowledge of the theoretical paradigms of organizational psychology and the history of the industry; • In-depth knowledge and ability to critically evaluate modern theories, models and methods of organizationalpsychology. • Students can explain the basic principles of scientific methodology and justify their use in organizations; • Students learn theconcepts of motivation, job satisfaction, stress at the workplace, and can also justify their significance and the need for evaluation in organizations; • Students learn the concept of organizational power, organizational culture, • Communication in	• Ability to use an innovative approach to solving complex and unpredictable organizationalproblems • Students can use analytical and critical thinking, as well as scientific approaches to solving problems in organizations; • Students can understand andapply ethical principles in psychological research when working as an organizationalpsychologist • Communicate effectively with the organization's staff, both in everyday work and in conflict situations, and the ability to resolve conflict situations in the workplace. • Students can independently develop a personnel selection system and plan their training; • Students can observe and analyze group processes in organizations;	• Ability to critically analyze a specific situation in an organization, taking into account various psychological factors; • Students can independently and correctly develop research and evaluation projects that comply with the basic principles of psychological research; • Students can adapt to new situations in organizations; • Ability to work in working groups and teams, apply leadership skills, manage them; • Ability to motivateemployees. • Ability to develop professionally. • Ability to conduct psychological research (assessment) of an individual, group or organization • Ability to observe professional ethics and navigate in external and

	organizations, can justify their value and the need for evaluation in organizations.			internal regulatory acts, as well as in theirapplication in the field of organizational psychology.

		Topics
Study course content	1	The subject and methodology of organizational psychology, the research paradigm.
	2	Organization and its structure. Types of organizational structures.
	3	The dynamics of the organization. Normativeregulation of organization behavior. The main theory of motivation. The role of a leader's personality and group behavior. The behavior of the leader in the decision-making process
	4	The problem of power in modern psychology
	5	Organizational development: conflicts in the organization. Organizational Change Strategies.
	6	Innovative methods and their application in a period of social change. The work of a psychologistin an organization.
	7	Organizational culture. Conceptual models. Diagnostic methods.
	8	Personnel selection.

Form of assessment:	Exam

Obligatory literature:

1. Landy F.J. (2014) An introduction to industrial and organizational psychology. 4th edition/.(Wiley) .- 718 p. (CD)
2. Sendjaya, S. (2015). Personal and Organizational Excellence through Servant Leadership,Management for Profesionals. Springer International Publishing Switzerland.
3. Riggio E. R. (2016) Introduction to industrial organizational psychology. 6th ed. - Pearson,554 p. (CD)
4. Rothmann S., Cooper C.L. (2021). Work and organizational Psychology. Third edition
5. published 2022 by Routledge 4 Park Square, Milton Park, Abingdon, Oxon, OX14 4RN andby Routledge 605 Third Avenue, New York, NY 10158 (CD)

Further reading list:

1. Furnham, A. (2014). Personality and Intelligence at Work. Exploring and ExplainingIndividual Differences at Work. Publisher: Routledge 432 pp.
2. Levy, P. (2015) Industrial Organizational Psychology. Understanding the Workplace.Palgrave.
3. Sutherland, V., Cooper, C., & Weinberg, A. (2010) Organizational Stress Management. AStrategic Approach. Publisher: Palgrave Macmillan 288 pp;
4. Urban M. (2020). Effects of Managerial Emotional Intelligence on the Organizational
5. Commitment of Subordinates: promotional work /. - Riga: University of Latvia. - 170 p.:fig., tab.

Other sources of information (electronic journals):

1. http://biblio.bsa.edu.lv
2. Journal of Occupational and Organizational Psychology https://onlinelibrary.wiley.com/journal/20448325
3. Organizational Behavior https://onlinelibrary.wiley.com/journal/10991379

Changes and additions to the program and literature list are possible during the study process