



ORGANIZATIONAL PSYCHOLOGY

Credit points	6 CP		
The Abstract of the course	The course introduces the paradigms and perspectives of organizational psychology, provides insight into group and team dynamic within organizations, in-depth look at leadership and management theories, employee attitudes and emotions. In the second part of the course, students are introduced to the theory and practice of organizational psychology research methods (tests, interviews and implicit methods).		
Aim of the study course	The aim of the course is to introduce students with the main paradigms and perspectives of organizational psychology, as well as the diversity and practical applicability of psychological assessment methods at individual, group and organizational level. Introduce the values of organizations, culture and promotion of employee well-being within the workplace.		
Objectives of the course	<ul style="list-style-type: none"> • To provide an insight in modern methodological approaches, the main problems, and research methods in the field of organizational psychology; • To form an idea about organizational psychology in the system of science; • Provide knowledge of factors such as employee motivation, well-being, attitudes, group and teamwork, management and leadership. • To provide knowledge on how to determine, perform psychological assessment in the organization, as well as to perform interventions in the work groups of the organization; • To provide an understanding of the values and culture of the organization; • To provide knowledge of the application of implicit methods in the organizational environment. 		
Study course results	Knowledge	Skills	Competences
	<ul style="list-style-type: none"> • Knowledge of the theoretical paradigms of organizational psychology and the history of the field; • In-depth knowledge and ability to critically evaluate theories, models and methods of modern organizational psychology, knowledge of how to select and apply appropriate tests, create interviews, as well as perform psychological audits in organizations; • Knowledge of the mechanisms behind group and team work; • Knowledge of theories of leadership, management and employee motivation, promotion of employee well-being, employee job satisfaction, attitudes and emotions; 	<ul style="list-style-type: none"> • Specific problem-solving skills needed for research and/or innovation to create new knowledge and procedures and to integrate knowledge from different fields; • The ability to analyze an employee's work environment and how an employee works in a specific work environment. • The ability to analyze the psychological climate in the workplace; • The ability to use different methods to assess the psychological and psychophysiological state in the workplace. • The ability to use implicit measurement methods in the workplace; • Students can understand and apply ethical principles in 	<ul style="list-style-type: none"> • The ability to provide psychological advice on the psychology of work and organizational psychology; • The ability to manage and transform complex and unpredictable working or learning environments that require new strategic approaches. • Take responsibility for your own contribution to the professional knowledge and skills and/or the result of the group's work; • The ability to conduct psychological research (assessment) of an individual, group or organization; • The ability to observe professional ethics and



	<ul style="list-style-type: none"> • Knowledge of organizational values and culture; • Knowledge of assessing job satisfaction and commitment, as well as organization of interventions in working groups; 	<p>psychological research when working as an organizational psychologist</p> <ul style="list-style-type: none"> • 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. 	<p>navigate external and internal regulations, as well as their application in the field of labor psychology and organizational psychology;</p> <ul style="list-style-type: none"> • The ability to critically analyze and evaluate one's professional activities and development;
Study course content	Topics		
	Organizational psychology: Theories and methods (part I)		
	1	The paradigms and perspectives of organizational psychology	
	2	Group work and team work (Brainstorm, problem-solving and decision-making methods).	
	3	Theories of leadership and management	
	4	Employee motivation theories	
	5	Promoting employee well-being	
	6	Employee attitudes and emotions (job satisfaction).	
	7	Values and culture of an organization	
	Psychological assessment in organizations (II part)		
	8	Research methods of organizational psychology	
	9	Tests. Reliability and validity of the test, choice, types, administration, interpretation, ethics	
	10	Interview as a method of psychological assessment. Types, validity, context effects.	
	11	Psychological audit within organizations	
12	Intervention in working groups of the organization		
13	Assessment of job satisfaction and commitment within organization		
14	Implicit measurement methods in organizational settings		
Form of assessment:	Exam		
Obligatory literature:			
<ol style="list-style-type: none"> 1. Editorial Team Springer Behavioral & Health Sciences (2022). <i>Key Topics in Work and Organizational Psychology</i>. Springer Cham. 2. Riggio, R.E. & Johnson, K.S. (2018). <i>Introduction to Industrial/Organizational Psychology. Sixth edition</i>. Taylor & Francis group. Retrieved from: chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.homeworkforyou.com/static_media/uploadedfiles/[Ronald_E._Riggio]_Introduction_to_Industrial_Orga(z-lib.org).pdf 3. Sessa, V.I. & Bowling, N.A. (Eds.) (2021). <i>Essentials of Job Attitudes and Other Workplace Psychological Constructs</i>. Taylor & Francis group. Retrieved from: https://www.perlego.com/book/2011723/essentials-of-job-attitudes-and-other-workplace-psychological-constructs-pdf 4. Howard, P., & Howard, J. (2011). <i>The Owner's Manual for Personality at Work. Second edition</i>. Austin, TX: Bard Press. 5. Dubkēvičs, L. (2019) <i>Organizācijas kultūra, klimats un radošums</i>. Rīga: RaKa, - 150 lpp. 6. Reņģe V. (2007) <i>Mūsdienu organizāciju psiholoģija</i>. Rīga: Zvaigzne ABC. 			
Further reading list:			



1. Rothmann, S. & Cooper, C.L. (2022). *Work and organizational Psychology, third Edition*. SAGE Publications, Inc.
2. McKenna, E. (2020). *Business Psychology and Organizational Behaviour. Sixth Edition*. Taylor & Francis group.
3. Hodgkinson, G.P., Ford, J.K. (2005) *International Review of Industrial and Organizational Psychology*. John Wiley & Sons, Ltd.
4. Weinberg, A. (2010) *Organizational Stress Management. A Strategic Approach*. Palgrave Macmillan. Palgrave Macmillan London.
5. Spector, P.E. (2016) *Industrial and Organizational Psychology: Research and Practice*. 7th ed. Wiley.

Other sources of information (electronic journals):

1. <http://biblio.bsa.edu.lv>
2. Journal of Organizational Behavior: <https://onlinelibrary.wiley.com/journal/10991379>
3. Academy of Management Journal: <https://journals.aom.org/journal/amj>
4. Journal of Applied Psychology: <https://www.apa.org/pubs/journals/apl>
5. Organizational Behavior and Human Decision Processes: <https://www.journals.elsevier.com/organizational-behavior-and-human-decision-processes/>
6. Journal of Business and Psychology: <https://link.springer.com/journal/10869>
7. Journal of Management: <https://journals.sagepub.com/home/jom>
8. Leadership Quarterly: <https://www.journals.elsevier.com/the-leadership-quarterly/>
9. Journal of Occupational and Organizational Psychology <https://onlinelibrary.wiley.com/journal/20448325>

In the process of study, changes and additions to the program and list of literature are possible