



WORK PSYCHOLOGY (THEORY AND PRACTICE)

Credit points	12 CP		
The Abstract of the course	<p>This course includes four main parts: theoretical approaches and methods of work psychology (Part I); various aspects of the psychology of health in work settings and ergonomics (II, III parts); work in extreme conditions and safety psychology (IV part). The course provides knowledge of theoretical and practical approaches and methods in work psychology. Introduces objective and subjective factors affecting work; psychological aspects of the formation of an effective employee and ergonomics. The course develops skills to diagnose and manage adverse functional conditions, extreme situations in representatives of various professions, as well as stressful situations in the workplace. All these aspects are disassembled taking into account individual psychological characteristics. Ability to observe professional ethics in work psychology, critically analyse and evaluate one's work and development.</p>		
Aim of the study course	<p>The aim of the course is to provide knowledge about the factors and psychological aspects that affect work, professional development, quality of work and life. To prepare master students for the selection and psychological support of representatives of dangerous professions.</p>		
Objectives of the course	<ul style="list-style-type: none"> • Provide an understanding of modern methodological approaches in work psychology, the main problems, as well as research methods. • To form an idea of work psychology in the system of sciences. • Provide knowledge about such factors as stress at the workplace, professional burnout, adverse functional conditions, personality traits that work and quality of life of the employee. • Give knowledge on how to identify, assess and manage professional stress. • To familiarize yourself with the specifics of working in extreme conditions, their consequences and the prevention of consequences. • Give an idea of the types, mechanisms and errors of decision-making. • To give an idea of the meaning of functional states and personality traits for safe operation in situations of risk and uncertainty. • Introduce the principles of emergency psychological care and develop the ability to provide such assistance. • Provide the necessary knowledge to provide psychological support to an employee in the work process. • Develop practical skills to optimize the working environment and psychophysiological working conditions. 		
Study course results	Knowledge	Skills	Competences
	<ul style="list-style-type: none"> • Knowledge of modern theoretical and applied advances in work psychology, serve as the basis of original thinking and/or research. (EKI) (Very specific knowledge, partly at the forefront of work or training knowledge, which is the basis for original thinking and/or research.) • Critical understanding of the 	<ul style="list-style-type: none"> • Skills to solve specific problems that are needed for research or innovation to recreate new knowledge and procedures and integrate knowledge from different fields (EKI) (Specific problem-solving skills needed for research and/or innovation to create new knowledge and procedures and to integrate 	<ul style="list-style-type: none"> • Understands the various psychological aspects of work; • He is able to understand different psychological aspects of one's work life; • The ability to provide psychological advice on the psychology of work and organizational psychology; • The ability to manage and transform complex and



	<p>scientific problems of work psychology and related areas (EKI) (Critical understanding of issues related to knowledge problems in a given field and in the area of contact)</p> <ul style="list-style-type: none"> • Knowledge of concepts of motivation and job satisfaction, 	<p>knowledge from different fields);</p> <ul style="list-style-type: none"> • The ability to analyze an employee's work environment and how an employee works in a specific work environment. (Analysis of the working environment of organisations and the functioning of 	<p>unpredictable working or learning environments that require new strategic approaches.</p> <ul style="list-style-type: none"> • Take responsibility for your own contribution to the professional knowledge and
Study course content	Topics		
	Work psychology: Theoretical approaches and methods (part I)		
	1	The history of the development of work psychology, its subject and the main tasks.	
	2	The place of work psychology in the system of sciences. The main areas of its study.	
	3	Psychological understanding of work and profession.	
	4	The main research methods in work psychology.	
	5	Description of the profession as a comprehensive method of studying and describing professions. Its main sections and functions.	
	6	Motivation of work and satisfaction with work. Content and procedural theories of movement. Methods to increase labor motivation.	
	7	Psychological aspects of the formation of the employee's personality (professional)	
	Work psychology: Psychology of health in a workplace I (II part)		
	8	The problem of adaptation in the modern professional space. Social-psychological adaptation.	
	9	Professional stress. Sources of stress at work. Stress at different stages of a professional career.	
	10	Work burnout syndrome: developmental mechanisms, burnout patterns, risk factors, symptoms.	
	11	Stress audit (identification and assessment of sources of professional stress).	
	12	Stress management. Stress management models. Basic approaches. Primary, secondary and tertiary prevention.	
	13	Anti-stress style of work. Basic principles that increase stress resistance.	
	Work psychology: Psychology of health in a workplace and ergonomics II (III part)		
	14	Functional states and methodology of their research.	
	15	The basic principles of ergonomics.	
	16	Health characteristics as functional state.	
	17	Characteristics of monotony as a functional state.	
	18	Characteristics of fatigue as a functional state.	
	19	Functional state structure.	
20	Mechanisms for the formation and implementation of functional states.		
21	Methods for diagnosing functional conditions.		
22	Functional states: applied aspect.		
23	Functional states and adaptations in the course of work.		



	24	Management of the adaptation process, types and methods of correcting functional states.
	Work psychology: in extreme conditions and safety psychology (IV part)	
	25	Making a decision in working life. Making a decision as a choice. How to make a decision. Decision-making errors. Decision-making in the face of risk and uncertainty
	26	Psychological factors that affect individual reactions in danger. Security psychology as a scientific discipline. The importance of motivation for work safety
	27	The influence of functional states on decision-making and safety of work: the level of wakefulness, fatigue, emotions and methods of their diagnosis.
	28	Personal decision-making factors. Methods for determining propensity, risk preparedness and neuropsychiatric resistance. Principles of professional selection to work in extreme situations.
	29	Extreme situation and extreme conditions. Types of extreme situations. Features of work in representatives of dangerous professions. The concept of mental trauma.
	30	Post-traumatic stress disorder as a consequence of acute stress disorder.
	31	The concept of emergency psychological assistance and the specifics of the work of the psychological service of the escort.
Form of assessment:	Exam	
Obligatory literature:		
<ol style="list-style-type: none"> 1. Roja, Ž., Kaļķis, H. (2020). <i>Cilvēkfaktors un ergonomika darbā</i>. Rīga: Gutenbergs druka. 295 pp. 2. Roja, Ž., Roja, I., Kaļķis, H. (2016). <i>Stress un vardarbība darbā. ko darīt?</i> Rīga: Latvijas Ergonomikas biedrība. 94 pp. 3. Kaļķis, V. (2008). <i>Darba vides risku novērtēšanas metodes</i>. Rīga: Latvijas Izglītības fonds. 245 lpp. 4. Armstrong M. (2010). <i>Reward Management: A Handbook of Remuneration Strategy and Practice</i>. Koran Page . 722 pp. 5. Furnham, A. (2014). <i>Personality and Intelligence at Work. Exploring and Explaining Individual Differences at Work</i>. Routledge 432 pp 6. <i>Handbook of Occupational Health Psychology</i>. (2010) Ed. by James Campbell Quick & Lois E. Tetrick. APA 7. Whetzel, D.L., Wheaton, G.R. (Eds.) (2015) <i>Applied Measurement. Industrial Psychology in Human Resources Management</i>. Taylor Francis Group. 8. Editorial Team Springer Behavioral & Health Sciences (2022). <i>Key Topics in Work and Organizational Psychology</i>. Springer Cham 		
Further reading list:		
<ol style="list-style-type: none"> 1. Kaļķis, V., Roja, Ž., Kaļķis, H. (2015). <i>Aroveselība un riski darbā</i>. Rīga: Medicīnas apgāds. 534 pp. 2. <i>International Review of Industrial and Organizational Psychology</i> (2009). Ed. Gerard P. Hodgkinson, J. Kevin Ford; founding editors Cary L. Cooper, Ivan T. Robertson/ vol. 20. John Wiley & Sons, Ltd. 332 pp. 3. Statt D.A. (2015) <i>Psychology and the World of work. 2nd ed</i>. Palgrave Macmillan. 4. Glendon A.I., Clarke S.G., Mckenna E.F. (2015) <i>Human Safety and Risk Management. Second edition</i>. Taylor & Francis CRC Press Group. 419 pp. 5. <i>The Handbook of Stress Science. Biology, Psychology, and Health</i>. (2009) Ed. by Richard J. Contrada & Andrew Baum. Springer. 6. Rothmann, S. & Cooper, C.L. (2022). <i>Work and organizational Psychology, third Edition</i>. SAGE Publications, Inc 		
Other sources of information (electronic journals):		



1. BSA bibliotēkas elektroniskā datu bāze(www.bsa.edu.lv):
2. <http://education.curtin.edu.au/iier/iier13/breen.html>
3. <http://www.biznesam.lv/>
4. <http://www.psihologijasBPMAsaule.lv/>
5. <http://www.psihologija.lv/>
6. <http://www.wallstreet.lv/>
7. www.workpsychologyarena.com
8. www.psychologicalscience.org
9. <http://www.socialpsychologyarena.com>
10. Professional Psychology: Research and Practice
11. Psychological Assessment
12. Journal of Work Health Psychology
13. Human factors.
14. Ergonomics.
15. Organizational Behavior.
16. Psychological Review.
17. Stress Counselling Series. Series Editor: Stephen Palmer. UK.,SAGE
18. www.sagepub.co.uk/counselling

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