

# SYLLABUS

## 1. Information about the program

1.1 University	West University of Timisoara
1.2 Faculty	Faculty of Sociology and Psychology
1.3 Department	Psychology
1.4 Area of study	Psychology
1.5 Level of study	Master
1.6 Program of study/Qualification	Organizational and Occupational Health Psychology

## 2. Information about the discipline

2.1 Discipline title		<b>Organizational Development and Change</b>					
2.2 Course coordinator		Corina Ilin, PhD, associate professor					
2.3 Seminar coordinator		Corina Ilin, PhD, associate professor					
2.4 Year of study	1	2.5 Semester	1	2.6 Type of evaluation	E	2.7 Type of discipline	C

## 3. Total estimated time (hours per semester for teaching activities)

3.1 Numbers of hours per week	2	of which: 2 course	2	3.3 seminar/laboratory	0
3.4 Total of ours from the study plan	28	of which: 28 course	28	3.6 seminar/laboratory	0
<b>Distribution of time:</b>					<b>hours</b>
Study of handbook, course support, references and notes					55
Additional study in library, specialized electronic platforms, on the field					56
Preparation of seminars/laboratories, topics, essays, portfolios					45
Tutoring activity					10
Examination					6
Other activities.....					--
<b>3.7 Total hours of individual study</b>		<b>172</b>			
<b>3.8 Total hours per semester</b>		<b>200</b>			
<b>3.9 Number of credits</b>		<b>8</b>			

## 4. Preconditions (where applicable)

4.1 related to the curriculum	<ul style="list-style-type: none"> <li>Any previous course in Organisational and Work Psychology</li> </ul>
4.2 related to competencies	<ul style="list-style-type: none"> <li>Not applicable</li> </ul>

## 5. Conditions (where applicable)

5.1 related to course development	<ul style="list-style-type: none"> <li>Not applicable</li> </ul>
5.2 related to seminar/laboratory development	<ul style="list-style-type: none"> <li>Not applicable</li> </ul>

## 6. Specific built up competences

Professional competences	<p><b>Competencies in needs analysis and goal defining</b> Description of relevant concepts, models, theories and norms for organizational requirements and needs Use of specialty knowledge for interpretation of specific organizational situations, problems, opportunities. Identification of organizational needs and the compatibility of the beneficiary's expectations with the psychological intervention's objective feasibility</p> <p><b>Competencies in evaluation and diagnosis</b> Presentation of psychological evaluation and organizational diagnosis methods and principles. Providing arguments of techniques, procedures, evaluation methods relevant for interpretation of specific organizational facts.</p> <p><b>Competencies in intervention design/instrument development</b> Providing arguments for choosing strategies for designing interventions and techniques for specific organizational contexts. Development of an intervention plan accommodated to the organizational characteristics. Optimizing strategies, methods and techniques of intervention.</p> <p><b>Competencies in process evaluation/ results</b> Implementation of evaluation procedures and intervention's result by referring to specific organizational indicators.</p>
Transversal competences	<p>Personal development (autonomy, self-efficacy, problem-solving) Understanding and development of ethics at work</p>

## 7. Objectives of discipline (emerged out of the specific built up competences grid)

7.1 General objective of the discipline	<ul style="list-style-type: none"> <li>✓ The master students will be capable to describe relevant concepts and theories, identify needs, use psychological evaluation and organisational diagnosis, use relevant intervention methods in the organisational context, and develop professional values and strategies for problem solving.</li> </ul>
7.2 Specific objectives	<ul style="list-style-type: none"> <li>✓ To understand individual, group and organizational levels explaining organisational processes.</li> <li>✓ To describe the relationships between individual and organisational level in terms of values, motivation and scenarios.</li> <li>✓ To highlight personality conceptual models with relevance in organisational settings.</li> <li>✓ To develop a responsible attitude to main research in organisational behavior area.</li> <li>✓ To interpret the individual behavior in organisational context.</li> </ul>

## 8. Content

8.1 Course	Teaching methods	Remarks
1. Introduction. Concepts.	Lecture, conversation	Chmiel, N. (2008). (Eds.). <i>An Introduction to Work and Organizational Psychology. A European Perspective</i> . Blackwell Publishing
2. Organizational development and organizational transformation	Lecture, conversation, demonstration	Robbins, St. P. (1998). <i>Organizational Behavior. Concepts, Controversies. Applications</i> . Prentice/Hall International  Jex, S. (2002). <i>Organizational psychology: A scientist practitioner approach</i> . New York: John Wiley and Sons.
3. Conditions for change	Lecture, conversation, demonstration	Robbins, St. P. (1998). <i>Organizational Behavior. Concepts, Controversies. Applications</i> . Prentice/Hall International  Jex, S. (2002). <i>Organizational psychology: A scientist practitioner approach</i> . New York: John Wiley and Sons.
4. Forces for change	Lecture, conversation, demonstration	Robbins, St. P. (1998). <i>Organizational Behavior. Concepts, Controversies. Applications</i> . Prentice/Hall International  Jex, S. (2002). <i>Organizational psychology: A scientist practitioner approach</i> . New York: John Wiley and Sons.
5. Resistance to change	Lecture, conversation, demonstration	Robbins, St. P. (1998). <i>Organizational Behavior. Concepts, Controversies. Applications</i> . Prentice/Hall International  Jex, S. (2002). <i>Organizational psychology: A scientist practitioner approach</i> . New York: John Wiley and Sons.
6. Organizational structure and change	Lecture, conversation, demonstration	Robbins, St. P. (1998). <i>Organizational Behavior. Concepts, Controversies. Applications</i> . Prentice/Hall International  Jex, S. (2002). <i>Organizational psychology: A scientist practitioner approach</i> . New York: John Wiley and Sons.
7. Theories to explain change processes	Lecture, conversation, demonstration	Chmiel, N. (2008). (Eds.). <i>An Introduction to Work and Organizational Psychology. A European Perspective</i> . Blackwell Publishing  Robbins, St. P. (1998). <i>Organizational Behavior. Concepts, Controversies. Applications</i> . Prentice/Hall International
8. Theories explaining organizational development	Lecture, conversation, demonstration	Chmiel, N. (2008). (Eds.). <i>An Introduction to Work and Organizational Psychology. A European Perspective</i> . Blackwell Publishing

		Robbins, St. P. (1998). <i>Organizational Behavior. Concepts, Controversies. Applications.</i> Prentice/Hall International
9. Theories explaining organizational transformation	Lecture, conversation, demonstration	Chmiel, N. (2008). (Eds.). <i>An Introduction to Work and Organizational Psychology. A European Perspective.</i> Blackwell Publishing  Robbins, St. P. (1998). <i>Organizational Behavior. Concepts, Controversies. Applications.</i> Prentice/Hall International
10. Practice: theories and intervention. Methods and ethical challenges	Lecture, conversation, demonstration	Jex, S. (2002). <i>Organizational psychology: A scientist practitioner approach.</i> New York: John Wiley and Sons.  Prieto, J., Chacon, P., Marin, C. (2012). Ethical/Deontological Issues in Work and Organisational Psychology. In Leach, M., Stevens, M., Lindsay, G., Ferrero, A., Korkut, Y. (Eds.), <i>The Oxford Handbook of International Psychological Ethics.</i> New York: Oxford University Press, Inc.  Robbins, St. P. (1998). <i>Organizational Behavior. Concepts, Controversies. Applications.</i> Prentice/Hall International
11. What can change agents change?	Lecture, conversation, demonstration	Griffin, R.M., Moorhead, G. (2010). <i>Organizational behavior: Managing people and organizations</i> (9 <sup>th</sup> edition). South Western: Cengage Learning
12. Approaches to managing organizational change	Lecture, conversation, demonstration	George, J.M., Jones, G.R. (2008). <i>Understanding and managing organizational behavior</i> (5th Edition). New Jersey: Prentice Hall  Griffin, R.M., Moorhead, G. (2010). <i>Organizational behavior: Managing people and organizations</i> (9 <sup>th</sup> edition). South Western: Cengage Learning
13. Practice: theories and methods of intervention	Conversation, case study, exercise	George, J.M., Jones, G.R. (2008). <i>Understanding and managing organizational behavior</i> (5th Edition). New Jersey: Prentice Hall  Griffin, R.M., Moorhead, G. (2010). <i>Organizational behavior: Managing people and organizations</i> (9 <sup>th</sup> edition). South Western: Cengage Learning
14. Managing in a turbulent world Exploring ways for facing change situations (personal development)	Conversation, case study, exercise	George, J.M., Jones, G.R. (2008). <i>Understanding and managing organizational behavior</i> (5th Edition). New Jersey: Prentice Hall  Griffin, R.M., Moorhead, G. (2010). <i>Organizational behavior: Managing people and organizations</i> (9 <sup>th</sup> edition). South Western: Cengage Learning
<b>Selected references (main)</b> <b>a.)compulsory (minimal):</b>  Chmiel, N. (2008). (Eds.). <i>An Introduction to Work and Organizational Psychology. A European Perspective.</i> Blackwell Publishing		

Robbins, St. P. (1998). *Organizational Behavior. Concepts, Controversies. Applications.* Prentice/Hall International

**b.) optional (extended):**

Jex, S. (2002). *Organizational psychology: A scientist practitioner approach.* New York: John Wiley and Sons.

George, J.M., Jones, G.R. (2008). *Understanding and managing organizational behavior* (5th Edition). New Jersey: Prentice Hall

Griffin, R.M., Moorhead, G. (2010). *Organizational behavior: Managing people and organizations* (9<sup>th</sup> edition). South Western: Cengage Learning

Prieto, J., Chacon, P., Marin, C. (2012). Ethical/Deontological Issues in Work and Organisational Psychology. In Leach, M., Stevens, M., Lindsay, G., Ferrero, A., Korkut, Y. (Eds.), *The Oxford Handbook of International Psychological Ethics.* New York: Oxford University Press, Inc.

<b>8.2 Seminar / laboratory</b>	Teaching methods	Remarks - Not applicable
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**9. Corroboration of discipline’s content with the expectations of the scientific community, professional associations and representative employers within the field of the study program**

The topics and methods of this course are based on the needs of the labor market and inputs from HR specialists, managers and practitioners. The course aims at building knowledge in the field of organizational and occupational health psychology, and developing research and evidence-based practice skills for diagnosis and intervention in organizations, therefore contributing at developing professional competences required by the College of Psychologists - Division of Work, Organization and Transport Psychology.

**10. Evaluation**

Type of activity	10.1 Evaluation criteria	10.2 Evaluation methods	10.3 Per cent of the final mark
10.4 Course	Knowledge and skills in the area of organizational behaviour	Individual written exam (descriptive and problem analysis)	30%
10.5 Seminar / laboratory	Writing skills, critical thinking, 2000 words, appropriate references	Theoretical paper Group project - essay / translations / project	20% 50%
10.6 Minimal standards of performance			
<ul style="list-style-type: none"> <li>Assessment with minimum 5 of the final evaluation (30% from the final grade), in the period of session, conjugated with assessment with minimum 5 of the seminar activities (70% from the final grade)</li> </ul>			

Date of completion

25.03.2013

Signature of the course coordinator

Corina Ilin, PhD, associate professor

Signature of the seminar coordinator

Corina Ilin, PhD, associate professor




Date of department approval

Signature of the director of the department