

**FACULTY OF SOCIETY AND SCIENCE
STUDY COURSE DESCRIPTION**

Course Title:	ORGANIZATIONAL PSYCHOLOGY				
Course code (LAIS):	VadZ5035				
Study programme:	Business Environment Administration				
Level of Study programme:	<input type="checkbox"/>	1st level professional higher education			
	<input type="checkbox"/>	Professional Bachelor			
	<input checked="" type="checkbox"/>	Professional Master			
	<input type="checkbox"/>	Academic Master			
	<input type="checkbox"/>	PhD level			
Type of Study programme:	<input checked="" type="checkbox"/>	Compulsory course (Part A)			
	<input type="checkbox"/>	Professional specialization courses (Part B, compulsory)			
	<input type="checkbox"/>	Professional specialization optional courses (Part B, optional)			
	<input type="checkbox"/>	Elective courses (Part C)			
Course Workload:	Credits	ECTS	Academic hours	Contact hours	Independent work hours
	2	3	80	24	56
Course Author/ Tutor:	Lasma Latsone				
	Guest professor, Ph.D.				
	lasma.latsone@liepu.lv				
	Consultation: according to the schedule for each semester				
Study Form:	Full time studies				
Study year, semester:	1 st Year, 1 th Semester				
Language:	English				
Prerequisites for the Course:	General psychology (bachelor's level)				
Course Summary:	<p>In our globalized, diverse and changing social and cultural environment the knowledge in Organization psychology helps to understand the differences of behaviour and thinking patterns of organization members, ensuring successful communication processes for achieving the organizational goals. The course deals with theoretical, conceptual practical and empirical issues of organizational psychology based on scientific knowledge and research, aiming to be able to apply the acquired knowledge in the praxis.</p>				
Assessment:	Exam				
Requirements for Credits:	<p>Qualitative and active participation in seminars – (20 % of the final grade) Assignments and presentations – (30 % of the final grade) Final (exam) paper and presentation – 50% – (50 % of the final grade) Participation in seminars, presentations of assignments and final paper of the course will be evaluated in the 10-point system, taking into account the following criteria: Outstanding (10) - knowledge, skills and competence go beyond the requirements of the assignment/seminar/paper; Excellent (9) - Knowledge, skills and competence fully meet the requirements of the assignment/seminar/paper; Very good (8) - Completely fulfilled requirements of the assignment/ seminar/ paper, however, there is not enough deep awareness on some issues for independently applying the knowledge for solving more complex problems; well (7) - the requirements of the assignment/seminar/paper are generally met; however, sometimes the inability to apply the acquired knowledge independently is detected; Almost well (6) - the requirements of the assignment/seminar/paper are fulfilled, but at the same time there is an insufficient understanding of the deeper problem and lack of skills to use the acquired knowledge;</p>				

	<p>Mediocre (5) - In general, the requirements of the assignment/seminar/paper have been met; however, there is insufficient knowledge of some issues and inability to use the acquired knowledge;</p> <p>almost satisfactory (4) - generally, the requirements of the assignment/seminar/paper have been met; however, there is insufficient understanding of some basic concepts; and there are significant difficulties in the practical use of the acquired knowledge;</p> <p>weak (3) - knowledge is superficial and incomplete, the student is not able to use it in specific situations;</p> <p>Very weak (2) - there is superficial knowledge only about certain issues, most of the requirements of the assignment/seminar/paper have not been met;</p> <p>very, very weak (1) - there is no understanding of the basic problems of the seminar, there is almost no knowledge of the topics discussed in the seminar.</p> <p>If the student does not fulfil the conditions for obtaining a positive assessment, the next time the course must be redeployed in full</p>																								
<p>Abiding by the Academic Ethics</p>	<p>Students must abide by the academic and research ethics, Vidzeme University of Applied Sciences Ethics Regulations, incl.:</p> <ul style="list-style-type: none"> - study papers must be independently developed; - the study work should reference all statements, ideas and data used that have been authored by someone else; - appropriate data acquisition methods should be used in the acquisition of data, the research ethics must be respected, empirical data must be collected independently and cannot be distorted or falsified; - the examination must be carried out by the student independently, without the use of supporting materials and/or consultations with other students, unless the lecturer states otherwise. <p>In the event of non-compliance with the academic and research ethics, punishment is imposed in accordance with the ViA Ethics Regulations and the study course must be re-taken, unless the punishment is to be exmatriolated.</p>																								
<p>Learning Outcomes; the evaluation methods and criteria</p>	<table border="1"> <thead> <tr> <th data-bbox="557 1205 1026 1238">Learning Outcomes</th> <th data-bbox="1026 1205 1442 1238">The evaluation methods and criteria</th> </tr> </thead> <tbody> <tr> <td colspan="2" data-bbox="557 1238 1442 1272">Knowledge</td> </tr> <tr> <td data-bbox="557 1272 1026 1373">Understanding of motivation theories and organization communication theories</td> <td data-bbox="1026 1272 1442 1373">Seminar, assignment and presentation</td> </tr> <tr> <td data-bbox="557 1373 1026 1440">Understanding of organizational culture</td> <td data-bbox="1026 1373 1442 1440">Seminar</td> </tr> <tr> <td data-bbox="557 1440 1026 1552">Awareness of cultural differences and their influence to organization's processes</td> <td data-bbox="1026 1440 1442 1552">Seminar</td> </tr> <tr> <td colspan="2" data-bbox="557 1552 1442 1585">Skills</td> </tr> <tr> <td data-bbox="557 1585 1026 1709">Team work skills and ability to collaborate with different target groups; leadership skills</td> <td data-bbox="1026 1585 1442 1709">Seminar, assignment and presentation</td> </tr> <tr> <td data-bbox="557 1709 1026 1776">Ability to communicate effectively with colleagues/clients</td> <td data-bbox="1026 1709 1442 1776">Seminar</td> </tr> <tr> <td data-bbox="557 1776 1026 1865">Ability to apply the basics of organizational ethics</td> <td data-bbox="1026 1776 1442 1865">Seminar</td> </tr> <tr> <td colspan="2" data-bbox="557 1865 1442 1899">Competency</td> </tr> <tr> <td data-bbox="557 1899 1026 2000">Competent to apply the essence of organizational psychology to one's professional activity</td> <td data-bbox="1026 1899 1442 2000">Seminar</td> </tr> <tr> <td data-bbox="557 2000 1026 2027">Able to apply theoretical knowledge</td> <td data-bbox="1026 2000 1442 2027">Final paper and presentation (Exam)</td> </tr> </tbody> </table>	Learning Outcomes	The evaluation methods and criteria	Knowledge		Understanding of motivation theories and organization communication theories	Seminar, assignment and presentation	Understanding of organizational culture	Seminar	Awareness of cultural differences and their influence to organization's processes	Seminar	Skills		Team work skills and ability to collaborate with different target groups; leadership skills	Seminar, assignment and presentation	Ability to communicate effectively with colleagues/clients	Seminar	Ability to apply the basics of organizational ethics	Seminar	Competency		Competent to apply the essence of organizational psychology to one's professional activity	Seminar	Able to apply theoretical knowledge	Final paper and presentation (Exam)
Learning Outcomes	The evaluation methods and criteria																								
Knowledge																									
Understanding of motivation theories and organization communication theories	Seminar, assignment and presentation																								
Understanding of organizational culture	Seminar																								
Awareness of cultural differences and their influence to organization's processes	Seminar																								
Skills																									
Team work skills and ability to collaborate with different target groups; leadership skills	Seminar, assignment and presentation																								
Ability to communicate effectively with colleagues/clients	Seminar																								
Ability to apply the basics of organizational ethics	Seminar																								
Competency																									
Competent to apply the essence of organizational psychology to one's professional activity	Seminar																								
Able to apply theoretical knowledge	Final paper and presentation (Exam)																								

	for perfection of business practices, assessing and analysing one's own activity	
Course Compulsory literature:	<ol style="list-style-type: none"> 1. Goleman, D. 2006. <i>Social Intelligence: The New Science of Human Relationships</i>. Bantam Books, NY 2. Jones R. 2014. <i>Psychology of sustainability. An applied perspective</i>. Routledge 3. Lussier, R.N. 2013. <i>Human relations in organizations. Applications and skill building</i>. Richard D. Irwin 	
Course additional literature:	<ol style="list-style-type: none"> 1. Dong, Q., Koper, R. J., & Collaco C. M. 2008. Social intelligence, self-esteem and intercultural communication sensitivity. <i>Intercultural Communication Studies</i>, XVII(2), 162-172. 2. DuBrin Andrew. 2004. <i>Human Relations: Interpersonal, Job-Oriented Skills</i>. 8th ed., Upper Saddle River, 3. Ešenvalde, I. 2007. <i>Pārmaiņu vadība</i>. Jāņa Rozes apgāds 4. Goulmens. 2001. <i>Tava emocionālā inteliģence</i>. Jumava 5. Hart, T. 2009. <i>From information to transformation: Education for the evaluation of consciousness</i>. NY: Peter Lang Publishing. 6. Herbsts, Dīters. 2007. <i>Komunikācija Uzņēmumā</i>. Zvaigzne ABC 7. Latsone, L. 2013. Socially intelligent intercultural education. <i>Educational Research Journal</i>. Vol. 28, Nr. 1 & 2, ISSN 1560-8263 8. Leavitt (Ed.), <i>Cultural competence: A lifelong journey to cultural proficiency</i>. Slack Incorporated. 9. Loveland, C. A. 2010. Understanding the nature of culture. In R. 10. McKenna, E. 2012. <i>Business psychology and organizational behaviour</i>. 5th ed. Psychology Press. 11. Muchinsky, P.M & Culbertson, S. 2016. <i>Psychology Applied to Work</i>. Hypergraphic Press. 12. O'Neil, S., Chapman, E. 2002. <i>Your Attitude is Showing</i>. 10th edition, Upper Saddle River, NJ 13. Pinder, C. C., 2008. <i>Work Motivation in Organizational Behavior</i>, Psychology Press 14. Reņģe, V. 2007. <i>Organizāciju psiholoģija</i>. Rīga, Kamene 15. Sternberg R. J., & Kaufman, S. B. (Eds.). 2011. <i>The Cambridge handbook of intelligence</i>. Cambridge University Press. 	
Course confirmation date:		
Date of course description update:		

Study Course Plan:

Date	Theme	Academic hours		Study Form/ Organization of independent work of students and task description
		Contact hours	Independent work hours	
<i>The date is specified before the implementation of the course</i>	Introduction: explanation of terminology, holistic and system approach for organizations, paradigm shifts, millennials, current challenges in organizations	2		Lecture discussion
			4	Preparation for the next seminar
	I Human relationship and work results: differences of perception, attitudes, personality, intelligence, values, self-conception etc.	2		Lecture, seminar
			4	Preparation for the next seminar
	II Communicative competence as basis for human relations: organizational communication theories, communication process, communication obstacles, verbal and non-verbal communication, effective communication	3		Lecture, seminar
			8	Preparation for assignment's presentation
	III Motivation and satisfaction with work: traditional and contemporary motivational theories, perfection of personal productivity. Promoting growth: mentoring, coaching	4		Lecture, seminar, Assignment and its presentation
			5	Preparation for the next seminar
	IV Learning organizations. Creating friendly environment for thinking and learning, enlivening system theory in organization.	2		Lecture, seminar
			8	Assignment
	V Team dynamics and management. Understanding the team, development of leader's potential	3		Lecture, seminar Assignment and its presentation
			4	Preparation of final assignment
	VI Understanding organizational culture; management of change	2		Lecture, seminar
			5	Preparation of final assignment
	VII Problem and conflict resolution in organizations. Stress management.	2		Lecture, seminar
			6	Preparation of final assignment
	VIII Basics of organizational ethics. Solving of ethical dilemmas	2		Lecture, seminar
			4	Preparation of final assignment
	Exam	2	8	
	<i>Stundu skaits kopā:</i>	24	56	