



ERASMUS+ INCOMING STUDENTS COURSE CATALOGUE

Department of Psychology

General information		
Course instructor	Nada Krapić, Ph.D.	
Name of the course	Introduction to Work Psychology	
Study programme	Undergraduate study programme in Psychology	
Status of the course	Compulsory	
Year of study	3 rd	
ECTS credits and manner of instruction	ECTS credits	4
	Number of class hours (Lectures + Exercises + Seminars)	30+30+0

1. COURSE DESCRIPTION

1.1. Course objectives

- The primary objective is to introduce students to basic theoretical knowledge and skills that are applied in the practical work of an industrial and organizational psychologist. In this context, students will become acquainted with the process of workplace analysis, as well as the individual and environmental factors that contribute to work efficiency.

1.2. Course enrolment requirements and entry competences required for the course

- A successful completion of the following courses: *Research Methods in Psychology* and *Psychological statistics*.

1.3. Expected course learning outcomes

- It is expected that by the end of the course, students will be able to:
 - carry out a workplace analysis independently,
 - define optimum working conditions in a certain workplace, and
 - define the psychological profile of a person (personality traits and the level of cognitive functioning) that is most likely to meet the requirements of a certain workplace

1.4. Course content

1. Introduction to work and organizational psychology
1. Description of the field, principles, problems
2. Historical development of the field
3. From Antiquity to Wundt, the development of the field during the 20th century. To this day
2. Research methods
4. Measurement, collecting and processing data in which there are problems relating to the field of industrial psychology, meta-analyses
3. Work environment and work behavior
5. The effects of environmental factors on work behavior, man - machine interaction
4. Cognitive skills and work behavior
6. The links between cognitive skills and work behaviors
5. Personality and work behavior
7. Personality variables associated with different work behaviors
6. Work analysis and task design
8. The classification of jobs, the elements of the analysis - input information, the outcomes of the analysis, analysing work performance in a changing environment, the theories of task design
7. Performance evaluation and feedback
9. Evaluating task performance, the effects of feedback on performance
8. Productive and unproductive work behaviors
10. Productivity-related behaviors, error prevention based on the analysis of unproductive behaviors

1.5. Manner of instruction

- ✓ Lectures
- ✓ Seminars and workshops
- ✓ Exercises
- ✓ Fieldwork
- ✓ Individual assignments
- ✓ Multimedia and network
- ✓ Mentorship
- ✓ Other: consultations