



## ERASMUS+ INCOMING STUDENTS COURSE CATALOGUE

### Department of Psychology

General information		
Course instructor	Nada Krapić, Ph.D.	
Name of the course	Work Psychology	
Study programme	Graduate study programme in Psychology	
Status of the course	Compulsory	
Year of study	1 <sup>st</sup>	
ECTS credits and manner of instruction	ECTS credits	4
	Number of class hours (Lectures + Exercises + Seminars)	30+15+0

#### 1. COURSE DESCRIPTION

##### 1.1. Course objectives

- The primary aim is to familiarize students with theoretical knowledge and skills that provide the basis for human resource management, and can be applied in the industrial psychologist's practical work. Within this framework, students will become acquainted with professional orientation and selection procedures, personnel training, and the methods of assessing the efficiency of employees in a particular workplace.

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

- No prerequisites.

##### 1.3. Expected course learning outcomes

- It is expected that by the end of the course, students will be able to:
  - plan and provide professional counseling,
  - plan and carry out the process of professional selection,
  - measure employees' work efficiency,
  - plan the development of employees within a particular organization,
  - plan and organize employee training programs and courses, and demonstrate a basic

knowledge and skills that are necessary for working in departments (within an organization) dealing with matters involving personnel, i.e. human resource management.

#### **1.4. Course content**

1. Introduction to human resource management

Definition of the field, the development of personnel psychology, methods

2. Theories of individual differences

Individual differences in the variables relevant to work psychology

3. Professional selection and orientation

constructs, methods and techniques, job groups, vocational interests, predictors and criteria used for professional orientation

4. Individual development in the workplace

Different approaches to the understanding of the individual development in the workplace, individual development from the perspective of popular methods

5. Personnel training and education

Identification of training and education needs, designing the training and education process, impact assessment

6. Utility analysis

the individual and the organization efficiency, the analysis as the basis of organizational interventions, the historical development of utility analyzes, the development and comparison of estimation methods

#### **1.5. Manner of instruction**

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

