

| <b>Industrial and Organizational Psychology</b> |   |                     |                          |   |                               |                   |
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| <b>Module Code</b>                              | <b>Workload</b><br>270 hrs.   | <b>Credits</b><br>9 | <b>Semester</b><br>4 + 5 | <b>Frequency of Module</b><br>Each semester | <b>Duration</b><br>2 Semester |                   |
| <b>1</b>  | <b>Module Components</b>  |                     | <b>Teaching Language</b> | <b>Contact Hours</b>                        | <b>Self Study</b>             | <b>Class Size</b> |
|   | a) Industrial and Organizational Psychology 1   |                     | a) English               | a) 22,5 hrs.                                | a) 67,5 hrs.                  | a) 30             |
|   | b) Industrial and Organizational Psychology 2   |                     | b) English               | b) 22,5 hrs.                                | b) 67,5 hrs.                  | b) 30             |
|   | c) Current Challenges in I/O Psychology   |                     | c) English               | c) 22,5 hrs.                                | c) 67,5 hrs.                  | c) 30             |
| <b>2</b>  | <p><b>Learning Outcomes</b></p> <p>After successful completion of the module the students can</p> <p><b>Knowledge (1)</b><br/>... label, differentiate and explain major terms and concepts in the area of I/O Psychology.</p> <p><b>Comprehension (2)</b><br/>... understand the effect of digitization on (agile) organizations.<br/>... formulate relevant practical questions related to I/O Psychology.</p> <p><b>Application (3)</b><br/>... explain, how to make use of various solutions in the area of I/O Psychology.<br/>... address the right concepts and tools to practical challenges.<br/>... differentiate and explain major practical challenges related to I/O Psychology.</p> <p><b>Analysis (4)</b><br/>... create ways to implement solutions in practical settings.<br/>... analyse and describe different cultural and structural framework conditions in organizations to real practical challenges.</p> |                     |                          |   |                               |                   |
| <b>3</b>  | <p><b>Individual Component Content</b></p> <p>a) - <u>Individual level</u>: Performance, Motivation, Satisfaction, Health, Stress, Competence, Knowledge, Talent, Potential, Learning, Development, Job analysis and design, Voluntary Turnover, Incentives and Reward</p> <p>- <u>Group level</u>: Group Work, Group dynamic at work, generations at work</p> <p>- <u>Organizational level</u>: Organizational design, Organizational analysis, Organizational development and change, Collaboration and Communication, agile Organization, Leadership, Corporate Culture, Change management</p> <p>b) - <u>Individual level</u>: Performance, Motivation, Satisfaction, Health, Stress, Competence, Knowledge, Talent, Potential, Learning, Development, Job analysis and design, Voluntary Turnover, Incentives and Reward</p> <p>- <u>Group level</u>: Group Work, Group dynamic at work, generations at work</p>             |                     |                          |   |                               |                   |

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|          | <ul style="list-style-type: none"> <li>- <u>Organizational level</u>: Organizational design, Organizational analysis, Organizational development and change, Collaboration and Communication, agile Organization, Leadership, Corporate Culture, Change management</li> </ul> |
| <b>4</b> | <p><b>Teaching Methods</b></p> <ul style="list-style-type: none"> <li>a) Seminar</li> <li>b) Lecture</li> <li>c) Seminar</li> </ul>   |
| <b>5</b> | <p><b>Prerequisites</b></p> <ul style="list-style-type: none"> <li>- General and Cognitive Psychology</li> <li>- Social and Differential Psychology</li> </ul>  |
| <b>6</b> | <p><b>Methods of Assessment</b></p> <ul style="list-style-type: none"> <li>a) Graded Assessment 1sbH (Written Elaboration) (3 LP)</li> <li>b) Graded Assessment 1K (Written Exam) (3 LP)</li> <li>c) Graded Assessment 1sbPN (Presentation) (3 LP)</li> </ul>                 |
| <b>7</b> | <p><b>Applicability of Module</b></p> <p>Business Management and Psychology B.A. (BMP)</p>  |
| <b>8</b> | <p><b>Person Responsible for Module</b></p>   |
| <b>9</b> | <p><b>Reading List (Core Texts and Recommended Texts)</b></p>   |