


2.00 credits

20.0 h

Q1


This learning unit is not open to incoming exchange students!

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| Teacher(s) | Stinglhamber Florence ; |
| Language : | French |
| Place of the course | Louvain-la-Neuve |
| Main themes | - Analysis of the major constructs developed by organizational psychologists to understand the attitudes and behaviours of individuals at work: job satisfaction, involvement, organizational justice, perceived organizational support, performance, absenteeism, rotation etc. - Identification of the precedents, consequences and variables associated with these concepts and analysis of their contribution to the clarification of these concepts. - Analysis of models suggested in the literature to explain these attitudes and behaviours at work. |
| Learning outcomes | <p>At the end of this learning unit, the student is able to :</p> <p>1 By providing students with knowledge of the psychology of individual behaviours at work in an organizational context, this course is designed to help them analyse the different components of the relationship between the individual and the organization and to fully understand the theories and models which explain individuals' attitudes and behaviours at work and how they can be applied in practice.</p> |
| Evaluation methods | Students are required to produce a group assignment involving the application and critical analysis of a concept from the course. The exact details of this assignment will be specified during the first course. |
| Teaching methods | The course takes a variety of forms : lectures, illustrations, exercises and discussions. |
| Content | By providing students with knowledge of the psychology of individual behaviours at work in an organizational context, this course is designed to help them analyse the different components of the relationship between the individual and the organization and to fully understand (a) the theories and models that explain their impact on well-being at work and on individual work attitudes and behaviors and (b) how they can be applied in practice. - Analysis of the main constructs developed by organizational psychologists to understand well-being at work and attitudes and behaviours of individuals at work: job satisfaction, commitment, organizational justice, perceived organizational support, organizational dehumanization, etc. - Identification of the antecedents, consequences and variables associated with these concepts and analysis of their contribution to the clarification of these concepts. - Analysis of the models suggested in the literature to explain their impact on well-being at work and on individual attitudes and behaviors at work. |
| Other infos | For this group assignment, the use of generative Artificial Intelligence tools is forbidden. |
| Faculty or entity in charge | PSP |

| Programmes containing this learning unit (UE) | | | | |
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| Program title | Acronym | Credits | Prerequisite | Learning outcomes |
| Advanced Master in Risk Management and Well-Being in the Workplace | GRB2MC | 2 | |  |