



Faculté des sciences économiques, sociales et politiques

ESPO

TRAV2115 **Psychology of work**

[30h] 4 credits

Teacher(s): Michaël Dubois
Language: french
Level: 2nd cycle course

Aims

To introduce the various fields that the psychology of work might be expected to manage, from the dual point of view of basic knowledge and the conditions required for the institution of change.

Main themes

1. What is work?
2. Systemic perspective in the psychology of work.
3. The functioning of human operators from a cognitive point of view.
4. The organisational theories of work.
5. Evaluation and careers.
6. Humankind and technical skills.
7. Safety.
8. The field of intervention in the psychology of work.

Content and teaching methods

The course objectives are:

to stimulate each student to develop an ability to diagnose the human problems that present in an organisational setting;

to encourage students to acquire the ability to generate solutions to diagnosed human problems, and to measure the outcomes.

Content and methodology

The course addresses traditional themes of the psychology of work and of organisations on Cognitive and social planes. After examining general notions relating to the psychology of work and of organisations, the course will move from an individual perspective (e.g. theories of motivation, job satisfaction ' of involvement in the enterprise and of performance behaviour) to a more global perspective (e.g. the work climate and organisational culture). The issue of organisational change is addressed at the end of the course.

The course aims to be interactive, and to leave plenty of room for examples that come from life in the workplace. It gives this course on the psychology of work a decidedly practical perspective.

Other information (prerequisite, evaluation (assessment methods), course materials recommended readings, ...)

There are no compulsory pre requirements, although some English would be an advantage when reading certain books. A basic reading list is provided.

This course is given in the evening and/or on Saturdays.

Other credits in programs

TRAV21	Première licence en sciences du travail	(4 credits)	Mandatory
TRAV2M1/GE	Master en sciences du travail (générale)	(4 credits)	Mandatory