

Faculty of Psychology and Education Sciences



PSY1315 Organizational behaviour

[30h] 2.5 credits

This course is not taught in 2005-2006

This course is taught in the 1st semester

Language: French

Level: First cycle

Aims

- to give a thorough knowledge of the psychology of individual behaviours observed in organisational context, the ability to analyse the various components of the individual/organisation relationship (aspect of the psychological agreement between the employees and their company and its representatives) and how to master the explanatory behavioural models of the men at work and the major theories in this field.

Main themes

- analysis of the major constructs developed by organisational psychologists in order to understand the categories of work behaviours: satisfaction, implication, performance, absenteeism, rotation, management
- study of the history (included the perception of human resources management practices), consequences and variables associated to the work behaviours and analysis of their contribution to the clarification of the mentioned constructs
- analysis of the models proposed in the literature in order to explain the behaviours and attitudes at work (ex: model of absenteeism genesis of Steers and Rhodes; model of turnover of Hom and Griffeth; model of organisational implication of Meyer and Allen, etc.)
- dynamics of the individual/organisation agreement as psychology is concerned: theory of social exchange, distributive and procedural justice, transgressions of the psychological agreement

Content and teaching methods

- to give a thorough knowledge of the psychology of individual behaviours observed in organisational context, the ability to analyse the various components of the individual/organisation relationship (aspect of the psychological agreement between the employees and their company and its representatives) and how to master the explanatory behavioural models of the men at work and the major theories in this field.

Other credits in programs

PSP13BA/P Troisième année de bachelier en sciences psychologiques et de (2.5 credits)
l'éducation (majeure en sciences psychologiques)