

Faculty of Psychology and Education Sciences



PSY2124 Social psychology of organisations

[30h] 3 credits

Teacher(s): Florence Stinglhamber
Language: French
Level: Second cycle

Aims

- to give the students :
- a thorough knowledge of the psychology of individual behaviours at work in the organisational context;
- the skill to analyse the various components of the relation individual-organisation (facet of the psychological contract between the employees and their company and its representatives)
- the mastering of the illustrative models of the behaviours of individuals 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 conducts: contentment, implication, performance, absence, turnover, management impression
- Study of the history (including the perception of the practices of management of human resources), the consequences and variables related to the conducts at work and analysis of their contribution to the understanding of these conducts.
- analysis of the models proposed in the literature to explain the behaviours and attitudes at work (e.g. model for the origin of absenteeism of Steers and Rhodes; model of turnover of Hom and Griffeth; model for the organisational implication of Meyer and Allen, etc.)
- dynamics of the contract individual-organisation from a psychological point of view: e.g. theory of social exchange, distributive and procedural justice, violations of the psychologic contract.

Content and teaching methods

- to give the students :
- a thorough knowledge of the psychology of individual behaviours at work in the organisational context;
- the skill to analyse the various components of the relation individual-organisation (facet of the psychological contract between the employees and their company and its representatives)
- the mastering of the illustrative models of the behaviours of individuals at work and the major theories in this field.

Other credits in programs

COMU22/AM	Deuxième licence en information et communication (Analyse des médias) (3 credits)	
COMU22/RP	Deuxième licence en information et communication (Relations publiques et communication d'organisation) (3 credits)	
PSP12BA	Deuxième année de bachelier en sciences psychologiques et de l'éducation (4 credits)	
PSY21/2	Première licence en sciences psychologiques (Psychologie sociale et des organisations) (3 credits)	Mandatory