

## Psychological Work Characteristics (H002023)

Course size (nominal values; actual values may depend on programme)

Credits 7.0 Study time 210 h Contact hrs 45.0 h

Course offerings and teaching methods in academic year 2018-2019

A (semester 1)	Dutch	group work	7.5 h
		seminar	7.5 h
		lecture	28.75 h
		lecture: plenary exercises	1.25 h

Lecturers in academic year 2018-2019

Vlerick, Peter PP09 lecturer-in-charge

Offered in the following programmes in 2018-2019

	crdts	offering
<a href="#">Bachelor of Science in Psychology (main subject Personnel Management and Industrial Psychology)</a>	7	A
<a href="#">Linking Course Master of Science in Psychology (main subject Personnel Management and Industrial Psychology)</a>	5	A
<a href="#">Linking Course Master of Science in Psychology (main subject Teacher Education and Training)</a>	5	A
<a href="#">Preparatory Course Master of Science in Psychology (main subject Personnel Management and Industrial Psychology)</a>	6	A
<a href="#">Preparatory Course Master of Science in Psychology (main subject Teacher Education and Training)</a>	6	A

Teaching languages

Dutch

Keywords

Work

Position of the course

Employees' health not only imply the absence of disease but also the presence of physical, emotional and cognitive well-being. Bachelors and Masters in Industrial Psychology and Personnel Management can be faced, in their job, with problems/ risks and /or their consequences in a variety of industrial sectors and professional groups. Through their scientific and professional behavior/ decision-making, they can contribute to solve/ prevent them and ameliorate employees' well-being and/or behavior in organizations. The basic course 'Psychological Work Characteristics', focusses on the psychological analysis of the experience and behavior of people within their work situation. Some important work characteristics are discussed in relation to employees' psychological functioning. Additionally, some work psychological theoretical frameworks, empirical research findings and methods are discussed.

Contents

This course contains the following subjects :

1. Introduction
2. Research methods in work psychology
3. Basic models in work psychology
4. Current theoretical perspectives
5. Work content : quantitative and qualitative task demands
6. Sickness absence and sickness presence
7. Work relations : job control and social aspects of work

8. Work conditions : recovery and work hours
9. Work circumstances : technology and safety

#### Initial competences

This course builds on the course 'Introduction Industrial Psychology'.

#### Final competences

- 1 To relate, to situate and to demonstrate implications of theoretical concepts.
- 2 To select and to integrate literature in order to create knowledge.

#### Conditions for credit contract

Access to this course unit via a credit contract is determined after successful competences assessment

#### Conditions for exam contract

This course unit cannot be taken via an exam contract

#### Teaching methods

Group work, lecture, seminar, lecture: plenary exercises

#### Extra information on the teaching methods

Only in case this course counts for 4 or 5 credits in students' curriculum, the student is exempted from all seminars and the group work.

#### Learning materials and price

- \*Selection of chapters from handbook : Peeters, M., De Jonge, J., & Taris, T. (2013). An introduction to contemporary work psychology. Chichester: Wiley-Blackwell.
- \*Selection of scientific articles (partly from own research), book chapters(via Minerva)
- \*Slides (via Minerva)
- \*Estimated cost: 55 EUR

#### References

- Arnold, J. et al. (2010). Work Psychology: understanding human behavior in the workplace, 5<sup>th</sup> edition. Financial Times Press.
- Drenth, P.J., Thierry, H., & Wolff, Ch.J. de (1998). Handbook of work and organizational psychology (2nd ed.). Volume 2: work psychology. Hove: Psychology Press.
- Schaufeli, W. & Bakker, A. (2013). De psychologie van arbeid en gezondheid, 3e druk. Houten: Bohn Stafleu Van Loghum.

#### Course content-related study coaching

interactive support using Minerva and on appointment by email

#### Evaluation methods

end-of-term evaluation and continuous assessment

#### Examination methods in case of periodic evaluation during the first examination period

Written examination with multiple choice questions

#### Examination methods in case of periodic evaluation during the second examination period

Written examination with multiple choice questions

#### Examination methods in case of permanent evaluation

Participation, assignment, peer assessment

#### Possibilities of retake in case of permanent evaluation

examination during the second examination period is not possible

#### Extra information on the examination methods

Only in case this course counts for 4 or 5 credits in students' curriculum, the student is exempted from making the assignment and from participation in the seminars. There is no permanent evaluation for these students.

#### Calculation of the examination mark

In case this course counts for 4 or 5 credits in students' curriculum, the examination score is only based on the periodic evaluation (100%).  
In case this course counts for 6 or 7 credits in students' curriculum, the examination score is based on a combination of periodic (75%) and permanent (25%) evaluation.

Participation in all parts of the evaluation is compulsory.

In order to pass the course students have to obtain a final score of at least 10/20 and have to obtain at least the equivalent of 8/20 on all parts of the evaluation. In that case,

final scores of 10/20 and above will be reduced to the highest fail quotation (9/20).

Students will not be deliberated if they obtain an equivalent of 8/20 on at least one part of the evaluation. In that case final scores of 8/20 and above will be reduced to the highest non-deliberative quotation (7/20).