# Course Specifications

### Introduction Industrial Psychology (H001010)

Valid as from the academic year 2019-2020

### Course Specifications

**Lecturers in academic year 2019-2020**

<table>
<thead>
<tr>
<th>Wille, Bart</th>
<th>PP11</th>
<th>lecturer-in-charge</th>
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### Course offerings and teaching methods in academic year 2019-2020

- **Course size** (nominal values; actual values may depend on programme)
  - Credits 5.0
  - Study time 150 h
  - Contact hrs 45.0 h

### Lecturers in academic year 2019-2020

- Wille, Bart

### Course size

- **Wille, Bart**

### Course offerings and teaching methods in academic year 2019-2020

- **A (semester 2)**
  - Dutch
  - Lecture: 35.0 h
  - Guided self-study: 10.0 h

### Lecturers in academic year 2019-2020

- **Wille, Bart**

### Offered in the following programmes in 2019-2020

- Bachelor of Science in Psychology (main subject Clinical Psychology)
  - 5 credits
  - Offering A

- Bachelor of Science in Psychology (main subject Education)
  - 5 credits
  - Offering A

- Bachelor of Science in Psychology (main subject Personnel Management and Industrial Psychology)
  - 5 credits
  - Offering A

- Bachelor of Science in Psychology (main subject Theoretical and Experimental Psychology)
  - 5 credits
  - Offering A

- Bachelor of Arts in Archaeology
  - 5 credits
  - Offering A

- Bachelor of Arts in Moral Sciences
  - 5 credits
  - Offering A

- Bachelor of Arts in Philosophy
  - 5 credits
  - Offering A

- Bachelor of Science in Business Economics
  - 5 credits
  - Offering A

- Joint Section Bachelor of Science in Psychology
  - 5 credits
  - Offering A

- Bridging Programme Master of Science in Industrial Engineering and Operations Research
  - 5 credits
  - Offering A

- Bridging Programme Master of Science in Industrial Engineering and Operations Research
  - 5 credits
  - Offering A

- Master of Science in Electrical Engineering (main subject Communication and Information Technology)
  - 5 credits
  - Offering A

- Master of Science in Electromechanical Engineering (main subject Control Engineering and Automation)
  - 5 credits
  - Offering A

- Master of Science in Electromechanical Engineering (main subject Electrical Power Engineering)
  - 5 credits
  - Offering A

- Master of Science in Electromechanical Engineering (main subject Electronic Circuits and Systems)
  - 5 credits
  - Offering A

- Master of Science in Electromechanical Engineering (main subject Maritime Engineering)
  - 5 credits
  - Offering A

- Master of Science in Electromechanical Engineering (main subject Mechanical Construction)
  - 5 credits
  - Offering A

- Master of Science in Electromechanical Engineering (main subject Mechanical Energy Engineering)
  - 5 credits
  - Offering A

- Master of Science in Industrial Engineering and Operations Research
  - 5 credits
  - Offering A

- Master of Science in Civil Engineering
  - 5 credits
  - Offering A

- Master of Science in Chemical Engineering
  - 5 credits
  - Offering A

- Master of Science in Civil Engineering
  - 5 credits
  - Offering A

- Master of Science in Computer Science Engineering
  - 5 credits
  - Offering A

- Master of Science in Computer Science Engineering
  - 5 credits
  - Offering A

- Master of Science in Fire Safety Engineering
  - 5 credits
  - Offering A

- Master of Science in Industrial Engineering and Operations Research
  - 5 credits
  - Offering A

- Master of Science in Sustainable Materials Engineering
  - 5 credits
  - Offering A

- Master of Science in Engineering Physics
  - 5 credits
  - Offering A

(Approved)
Master of Science in Chemical Engineering  5  A
Master of Science in Engineering Physics  5  A
Postgraduate programme in Innovation and Entrepreneurship in Engineering  5  A
Linking Course Master of Science in Psychology (main subject Personnel Management and Industrial Psychology)  5  A
Preparatory Course Master of Science in Psychology (main subject Personnel Management and Industrial Psychology)  5  A

Teaching languages
Dutch

Keywords
industrial psychology, HRM, personnel management, organizational psychology, work psychology, consumer psychology

Position of the course
This course aims to give students an introduction in the field of industrial psychology. Students gain knowledge of and insight into some of the most important themes within personnel psychology (e.g., recruitment, selection, development,...), organizational psychology (e.g., motivation, leadership, teams,...), work psychology (e.g., safety, stress, health,...) and consumer psychology. This course offers all psychology students an overview of the foundations of industrial psychology and is one of the first applied courses in the curriculum which prepares students for the specialization Industrial Psychology.

Contents
The following themes are discussed in this course:
Part 1: Foundations of work and organizational psychology
  - Research methods in work and organizational psychology
  - Individual differences at work
  - Attitudes and behavior in organizations
  - Motivation at work
Part 2: Professional practice of work and organizational psychology
  - Recruitment and selection
  - Learning, training and development
  - Performance measurement and management
  - Careers and career management
  - Safety, stress and health at work
Part 3: Organizations
  - Organizations: Strategy and Structure
  - Leadership in organizations
  - Teams and teamwork
  - Organizational culture, climate and change
Part 4: Consumer Psychology
  - Industrial psychological analysis of consumer behavior

Initial competences
Algemene psychologie

Final competences
1 Understanding how basic principles, theory and research in psychology is applied in the work context.
2 Knowing how work psychology contributes to wellbeing of employees and performance of individuals, groups and organizations.
3 Describing the historical evolution and recent trends in industrial psychology and framing them within larger societal context.
4 Being able to evaluate popular management claims on the basis of empirical evidence.
5 Being able to explain the most important theoretical principles and associated empirical findings in each of the subdomains in industrial psychology.
6 Taking a scientific and critical attitude towards popular management talk in industrial psychology.

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

(Approved)
Conditions for exam contract
Access to this course unit via an exam contract is unrestricted

Teaching methods
Guided self-study, lecture

Learning materials and price
• A selection of recent academic papers and chapters which will be made available by the teaching staff.
• Materiaal beschikbaar gesteld door gastsprekers.
Estimated cost: 70 EUR

References

Course content-related study coaching
• Interactive support
• By appointment.

Evaluation methods
end-of-term evaluation

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

Possibilities of retake in case of permanent evaluation
not applicable

Calculation of the examination mark

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