UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Work and Organizational Psychology

Academic Year 2025/2026

1. Organic Unit

Institute of Psychology and Educational Sciences

2. Course

PSYCHOLOGY

3. Cycle

1st

4. Course Unit

Work and Organizational Psychology (20330)

5. Scientific Area

6. Curricular Year

3rd

7. Type of Curricular Unit / Semester

2nd Semester

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8. Class type and workload (work time)

Theoretical classes:	
Practical classes:	
Theoretical-Practical Classes	30,00
Tutorial Guidance:	20,00

9. ECTS Credits

6,00

10. Scientific Area Coordinator

11. Regent

Prof. Doutora MARIA MANUELA MARQUES FAIA CORREIA

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

Integrate organizational psychology within the scope of psychology and its connections with other disciplinary fields;
Characterize the evolution of the meaning and centrality of work in societies;
Identify and delimit the WOP analysis and intervention levels;
Presentation of the main programs and research lines in PTO in Europe and in the World.

15. Specific Objectives

Distinguish different theoretical and methodological approaches to the subject;
Identify practical tools for intervention in OP;
Identify key elements of structure and processes in organizations;
Framing a process of organizational change in the life cycle of organizations.

16. Skills to be acquired

Apply analysis methods in Organizational Psychology to diagnose situations in work contexts.
Analyze processes of socialization, commitment, and psychological contract, relating them to intervention models.
Critically evaluate the organizational culture and propose recommendations to enhance trust and performance.
Plan and implement change strategies aimed at motivation.
Apply leadership models to diagnose styles in real contexts and suggest adjustments.

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17. Teaching Methodology

Lecture with analysis and discussion of practical cases.
Teamwork.
In the context of tutorial sessions, cases, practical simulation of situations and discussion of articles or texts related to specific issues of the program.

18. Course Unit Program

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1. The psychology of organizations
1.1. Possible origins and designations.
1.2. Object of study and method of analysis
1.3. Interfaces of the discipline with other related domains of knowledge.
1.4. The concept and meaning of work

2. Conceptions of the Individual, Work Organizations and their interaction
2.1. dispositional factors
2.2. situational factors
2.3. interactionist perspective

3. The individual's connection to the organization
3.1. Organizational socialization
3.1.1. Definition
3.1.2. The distinctive features of organizational socialization
3.2. The organizational commitment
3.2.1. different perspectives
3.2.2. The three component model
3.2.3. Background and consequences
3.3. the psychological contract
3.3.1. The different types of psychological contracts
3.3.2. Violation of the psychological contract and its consequences
3.4. The adjustment of the person to the organization
3.4.1. Consequences of the adjustment of the person to the organization
3.5 Engagement
3.6 Psychological sense of work community
3.7 Frameworks of person-job fit, person-organization fit and person-skill fit.

4. Culture and organizational climates
4.1. Definition of culture and climate
4.2. Main characteristics of organizational culture
4.3. Importance of culture
4.4. theoretical models

5. Paradigms of Motivation and Satisfaction at Work
5.1. Motivation at Work: definition, theories, evaluation and change
5.2. Job Satisfaction: definition, theories, evaluation and change

6. Leadership

19. Assessment Methods

Two written tests (weighting factor 3). Two mandatory group assignments with oral presentation (weighting factor 2.5).

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20. Didactic Resources

Scientific articles from EBSCO Databases. DVD's films and documentaries. Case studies.

21. Sustainability Objectives

SDG 4- Quality Education: Promotes technical and ethical training in organizational analysis, fostering evidence-based competencies.

SDG 8- Decent Work and Economic Growth: Supports people-centered management practices, promoting fair, healthy, and productive work environments.

22. Keywords

Organizations
groups
Culture
Leadership

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23. Main Bibliography

Author(s):	Cunha, M P.; Rego, A.; Cunha, R.; Cabral-Cardoso, C.; Neves, P		
Title:	Manual de Comportamento Organizacional e Gestão		
Edition:	8ª	Year:	2016
Local:	Lisboa		
Publisher:	RH		
ISBN Code:			

Author(s):	Chmiel, N., Fraccaroli, F., & Sverke, M. (Eds.)		
Title:	An Introduction to work and organizational psychology: An international perspective		
Edition:	3	Year:	2017
Local:	Sussex		
Publisher:	John Wiley & Sons		
ISBN Code:			

Author(s):	Jex, M, Britt, T. & Thompson, C		
Title:	Evidence-based Lessons for Creating Sustainable Organizations		
Edition:	4	Year:	2024
Local:	NY		
Publisher:	Wiley University Press		
ISBN Code:			

24. Complementary Bibliography

Author(s):	Rothmann, Sebastiaan & Cary L. Cooper.		
Title:	Work and Organizational Psychology.		
Edition:	3	Year:	2022
Local:	UK		
Publisher:	Taylor & Francis		
ISBN Code:			

Author(s):	Cunha, M.; Rego, A; Cunha, R, Cabral-Cardoso M Marques, C; Gomes, J		
Title:	Manual de Gestão de pessoas e do capital humano		
Edition:	2ª	Year:	2010
Local:	Lisboa		
Publisher:	Silabo		

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Autor / Author	Prof. Doutora MARIA MANUELA MARQUES FAIA CORREIA
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