UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Social and Organizational Psychology

Academic Year 2024/2025

1. Organic Unit

Higher Institute of Social Work

2. Course

SOCIAL WORK

3. Cycle

1st

4. Course Unit

Social and Organizational Psychology (L4511)

5. Scientific Area

6. Curricular Year

2nd

7. Type of Curricular Unit / Semester

2nd Semester

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8. Class type and workload (work time)

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

9. ECTS Credits

6,00

10. Scientific Area Coordinator

11. Regent

Prof. Doutor JOÃO JOSÉ DA SILVA PISSARRA

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

Understand the importance of the scientific study of organizations;
-Know and critically compare the main theories of organizations. Know the main psychological processes in organizations and extract inferences for the practical issues of inclusion and individuals fit in organizations;
-Analyze the main psychosociological processes of the work groups and draw prescriptive conclusions regarding the conditions of effectiveness of group/team work;

15. Specific Objectives

application of knowledge from the universe of social psychology to organizations;
- Identification of different levels of analysis and methods used in the study of organizations;
- Distinction of the main theoretical frameworks guiding the discipline;
- Recognition of the main individual and group factors as effects on the productivity and performance of organizations;
- Distinguish, and characterize processes of influence in organizational communication

16. Skills to be acquired

Frame of concepts and measuring instruments to analyze, diagnose and intervene in organizations;
-Interpret research results in social psychology and organizational behavior;
-Read and comment on specialty articles;
-Write articles on subjects of the discipline

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17. Teaching Methodology

theoretical-practical classes. Exposition, debate, and practical exercises on subjects of the discipline.

18. Course Unit Program

1. Introduction
1.1 Conceptual delimitation of the field of social psychology and organizations
1.2 Brief historical synopsis of the discipline
1.3 Values and ethics in psychology
1.4 The study of organizations in psychology
2. Social Influence
2.1 - Normative influence vs informational influence in organizations
2.2 - Power and obedience
3. Psychological Processes in Organizations
3.1 Individuals and Organizations.
3.2 - Organizational Socialization
3.3 - Commitment and Organization Identification
3.4 - Motivation at work and job satisfaction
4. Groups and Organizations
4.1 Definition of group/teams
4.2 Intragroup processes
4.3 Intergroup relations
5. Culture and organizational change

19. Assessment Methods

The score in the UC will be obtained by observing the Regulation of Knowledge Assessment in force at Lusíada University. There will be two written tests during the semester.

20. Didactic Resources

Computador com ligação à internet, video-projector.

21. Sustainability Objectives

Education and Quality
Decent Work and Economic Growth

22. Keywords

Social Influence, Communication, Organizational Culture, Groups and teams

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23. Main Bibliography

Author(s):	Vala, J., & Monteiro, M. B. (Coord.)		
Title:	Psicología Social		
Edition:	9ª	Year:	2013
Local:	Lisboa		
Publisher:	Fundação Calouste Gulbenkian		

Author(s):	Ones, D. S., Anderson, N., Viswesvaran, C., & Sinangil, H. K. Sage, 2018		
Title:	The SAGE Handbook of Industrial, Work & Organizational Psychology,		
Edition:	2ª Edition	Year:	2018
Local:	London		
Publisher:	Sage		

Author(s):	Gonçalves, S. P. (Coord.)		
Title:	Psicossociologia do Trabalho e das Organizações		
Edition:	1ª	Year:	2014
Local:	Lisboa		
Publisher:	Pactor		

24. Complementary Bibliography

Author(s):	Chmiel, N. (2010).		
Title:	An introduction to work and organizational psychology- A european perspective.		
Edition:	3ª	Year:	2017
Local:	Oxford		
Publisher:	Blackwell Publishing Ldª.		

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

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Ficha técnica MIP / MIP Datasheet	
Título / Title	Course Unit Program 'PSICOLOGIA SOCIAL E DAS ORGANIZAÇÕES': Academic Year 2024/2025
Autor / Author	Prof. Doutor JOÃO JOSÉ DA SILVA PISSARRA
Classificação / Classification	-
Descritores / Descriptors	-
Colaborador(es) / Colaborator(s)	-
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