

Psychology and Business (20668)**Trimester:** 2**ECTS Credits:** 5**Sessions:****Theory Sessions: Monday- Tuesday** from 17:00 to 18:30 (room 40.101)**Seminars:** Thursdays (All groups in 23.S01)**Group 101:** 16:00-17:30;**Group 102:** 18:00-19:30**Group 103:** 19:30- 21:00**Seminar dates:** 31/01 – 07/02 – 14/02 – 21/02 – 28/02 – 07/03**Professor****Inga Hoever, PhD (Theory and Seminars)**

Department of Economics and Business,

Universitat Pompeu Fabra

Office: Jaume I, 20.1E76

E: inga.hoever@upf.edu

T: +34 93 542 19 26

W: <http://www.econ.upf.edu/en/people/onefaculty.php?id=p6047>

Office hours: Tuesdays from 15:30-16:30

Contacting me: If you have questions about the course or the course material, please come to my office hours (or post them on the discussion board in Aula Global if they are of general interest). I appreciate any comments you might have on the course but I will not respond to questions about the course via email.

1. Course Description

The major objective of this course is to explore how basic psychological principles affect important processes and outcomes in organizations. The course consists of four sections. In the first part, we will look at the basic psychological factors that shape and influence behavior in terms of emotions, motivation, and cognition as well as their dispositional and situational determinants. In the second, third, and fourth part, the course will explore how these different factors individually and jointly influence three important organizational phenomena: 1) Teams and Workgroups, 2) Negotiation Processes and Outcomes, and 3) Workplace Creativity.

2. Competences that you will develop

General competences:

- Understanding and correctly interpreting academic writings.
- Being able to justify and defend your position using coherent arguments.
- Being able to actively contribute to teamwork, resolving conflict to reach an agreement on the tasks to accomplish and how to accomplish them.
- Developing reasoning and critical thinking abilities in order to analyze controversial issues.
- Accepting the diversity of opinions as a fundamental ingredient of academic life and as an essential component of contemporary society. Being able to form your own opinion while respecting the diverging opinions from others.
- Reinforcing your habits of auto-discipline, self-control and rigor in completing academic work and in managing your time schedule.
- Having a proactive attitude toward learning about the topics you do not know and toward the learning process and/or professional activity more generally.
- Being able to make creative use of the knowledge and concepts learnt in the course. Being able to adapt those to novel and original situations
- Identifying the key components of a problem.
- Demonstrating a critical attitude in analyzing diverse situations.
- Develop an entrepreneurial and innovative mindset
- Acquiring a level high enough for the professional practice.
- Being able to successfully negotiate favorable and sustainable agreements.

Specific competences:

- Understand basic concepts and theories of human cognition, affect, and motivation
- Explain how cognitive, affective, and motivational factors influence the behavior of individuals in workplaces and organizations
- Understand the interplay of cognitive, affective and motivational influences on teams and workgroups, negotiation, and workplace creativity

3. Content and Schedule

This is a tentative description – details are subject to change during the quarter to the extent that these changes become necessary or desirable.

Introduction

Session 1: Introduction and Course Overview

Psychological Foundations of Behavior in Organizations

Session 2. Personality and Intelligence

Session 3. Motivation

Session 4: Affect, Emotions, and Moods

Session 5: Cognition and information processing

Teams and Workgroups in Organizations

Session 6: Overview Teams and Workgroups in Organizations

Session 7: Team Composition

Session 8: Team Cognition and Information Processing

Seminar 1

Session 9: Motivation and Affect in Teams

Negotiation

Session 10: Overview Negotiation

Seminar 2

Session 11: Motivational Influences on Negotiation

Session 12: Negotiation and Affect

Seminar 3

Session 13: Cross-Cultural Negotiation

Workplace Creativity

Session 14: Overview and Introduction Creativity

Seminar 4

Session 15: Motivational Perspective on Workplace Creativity

Session 16: Affective Influences on Workplace Creativity

Seminar 5

Session 17: Cognitive Perspectives on Workplace Creativity

Review and Outlook

Session 18. Group project presentations (1/2)

Seminar 6

Session 19. Group project presentations (2/2)

Session 20. Review and Outlook

4. Evaluation

Grades will be based on four components:

- 1) 25%: Class participation. This involves 2 components:
 - a. Completing the self-reflecting assignments and comprehension questions for the readings assigned for the preparation of each session.
 - b. Actively contributing to class discussion.
- 2) 25%: Group project
- 3) 50 % Final exam

Overall Grade for the Course. The overall grade for the course is the weighted average of the grade obtained for the components. If this overall average is below 5, the student will fail the course. If this overall average is above 5, the student will pass the course.

Participation. In order for you to benefit from this course and have a good learning experience, it is essential that you come prepared to class and that you actively participate in class discussions. The participation part of the grade is designed to capture these two key components and give you an opportunity to continuously work on your grade.

For many sessions there will be reading assignments which serve as the basis for discussion and interaction in the classroom. Whenever there is a reading assignment, there will be preparation questions that I expect you to answer with your work group before the class and that I will ask you to hand in (upload to Aula Global) prior to the session. In some cases a reading assignment covers multiple sessions, in which case the assignment is due prior to the first session on the block of topics.

During the sessions, there will be discussions based on these readings. To make these interesting and instructive, it is important that all students participate in these discussions and offer their thoughts.

Based on these two criteria, a participation grade is awarded. A high participation grade is given to students who come prepared to class, positively contribute to the discussion, and are engaged with the course material. A low participation grade is given to those who do not or rarely participate to the course discussions, frequently come unprepared, and are not engaged in the class activities. So as to be able to track your participation, I ask that you use a name tag in all sessions (both theory and seminar sessions). Furthermore, it means that in order to receive a sufficient participation grade, attending all sessions (theory and seminars) is necessary (although by itself not sufficient).

Group project. Details on the group project and on the assignment to groups will be made available during the first theory session and in the syllabus posted on Aula Global.

Final exam. The final exam will be based on multiple choice questions. The final exam will cover contents from the class (both lectures and seminars) and the obligatory assigned readings.

Submitting assignments. In order to minimize both logistical challenges and the amount of paper printed and used, all assignments will have to be submitted through Aula Global. This includes:

- The reading questions: These are answered jointly by your study group and there should be one written copy per group.
- The group project

For all these assignments, a link will be provided on Aula Global. All assignments should be submitted as pdf documents and the title of the document needs to mention your group number and the session number (for the reading assignments) or that it is the report for the group project (for the final group project). For all assignments, there is a deadline and uploading documents after the deadline will not be possible. In this case, assignments will receive a grade of 0. Assignments that are emailed, handed in after class, or submitted in ways other than the Aula Global link within the given time frame will not be accepted.

All assignments need to be original and unpublished. Assignments will be checked for plagiarism, which if detected will result in a grade of 0 on the assignment and will be reported to the Dean's office.

5. Recovering a failing grade

Under some conditions, students who failed the course will be authorized to take an additional evaluation. The additional evaluation will be a written exam taken during the third trimester of the academic year.

Only students that have participated in the course and the evaluations activities will be authorized to take the additional evaluation, as stated in the following article of the Agreement of the Government Council (Article 11.4.2)

“Podran concórrer al procés de recuperació tots els estudiants que, havent participat a les activitats d'aprenentatge i avaluació durant el trimestre, hagin obtingut la qualificació de suspens de l'assignatura corresponent en l'avaluació trimestral. No hi podran concórrer els que no hagin participat en les activitats d'aprenentatge i avaluació o hagin renunciat a l'avaluació.”

It is understood that students have participated in the learning activities and continuous assessment during the term when they have attended class and have completed the exercises and other classroom activities. We understand that students have attended the final examination when they hand it out.

More concretely: to be **eligible** to take the recovery evaluation, students must meet ALL the following conditions:

- the student has attended more than 66% of the seminars (i.e. at least 4 seminars out of 6).
- the student has completed the group project
- the student has taken the April exam

Since, as it is stated in the above mentioned article, only those students who have failed the whole subject may participate in the process of recuperation, there will be no opportunity to participate for improving the grade if initially it is equal to or higher than 5.0.

Provided that a student is eligible to take the recovery examination, the grade obtained **at the additional examination will be the final grade for the course**, whatever the initial grades for the different activities of the course. This implies that no component of the initial grade will be kept – in other words, all the activities of the course can be recovered, provided that the student is eligible to take the recovery examination.

For students who will participate in exchange programs recognized by the Faculty in the 3rd trimester and therefore cannot attend the additional examination, special arrangement will be made between the instructor and the student. Students that fall in this category should let the instructor know within 7 days of their grade being posted on Campus Global. Failure to do so implies that no extra arrangement will be made.

6. Bibliography:

Readings. This course is not based on a single textbook but instead uses a careful selection of articles. This includes a mixture of articles that are more research orientated and some that are more oriented towards (managerial) practice. There is a set of compulsory readings. These are the readings that everyone is expected to read and to prepare. For compulsory readings, there will be preparation questions that need to be answered and submitted prior to the session for which the reading is assigned. In addition, there is a set of additional, optional readings that serve as resources that students who are interested in further exploring a certain topic can consult at their own discretion.

To the extent possible, I will make the assigned reading available for download on Aula Global. Some of the readings can be a bit challenging and therefore I therefore encourage you not to wait for the last minute before starting to read the material for a given session.

Case studies. In some of the sessions, I will make use of case studies to enable students to link and transfer the concepts and theories discussed during the theory sections to practical examples. Due to copyright restrictions, it is impossible for me to post some of the case studies on Aula Global. I asked the library to purchase a few hard copies of the relevant case studies and these will be put on reserve and available for your consultation. I am asking you NOT to check out the cases out of the library as these valuable learning resources need to remain available for everybody. A list of case studies that I am planning to use and that will be available at the library will be provided at the onset of the course.

6. Questions, comments, feedback on course or request for feedback on assignments

All of the above are very welcome. There are (at least) two ways to do so. The first is that you come to the office hour pointed out above. I am happy to discuss any issue relating to the course then. The second is to pose a question on the course on the discussion board on Aula Global. This way, the information contained in the question and the answer becomes available to all participants in the course. Before posting a question there, please consult the Syllabus and the answers to previously posted questions. If the answer to your question is contained in the syllabus or the previous posts in the discussion forum, it will not be answered separately. Finally, you are welcome to approach me after the sessions with brief questions.