

POLI ESCOLA SUPERIOR TECNOLOGIA GESTÃO TÉCNICO GUARDA	SUBJECT DESCRIPTION	MODELO PED.013.03
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Course	Equipment Design					
Subject	Organizational psycho-sociology					
Academic year	2023/24	Curricular year	3rd	Study period	2nd semester	
Type of subject	Compulsory	Student workload (H)	Total: 112	Contact: 45	ECTS	4
Professor(s)	Alda M.ª L. Domingos					
X Area/Group Coordinator ☐ Head of Department	(select)	Filomena Velho PhD				

PLANNED SUBJECT DESCRIPTION

1. LEARNING OBJECTIVES

The student must contact with the thematic of organizations in a psycho-sociologic perspective, in consequence of these importance in the labour context. At the end of the semester the student must be able to recognise and to frame the individual and the group roles in the organization, as well as he must know concepts like organizational culture, power and climate.

2. PROGRAMME

1. Introduction to Psycho-sociology of Organizations

1.1. Psycho-sociology of Organizations in the social and human sciences context

1.2. Analysis object and methodologies

2. Individuals and Groups in Organizations

2.1. Perception and personality

2.2. Attitudes and motivation

2.3. Groups at work

2.4. Cooperation and conflict

2.5. Organizational communication

3. Leadership, Climate and Culture

3.1. Leadership and power

3.2. Organizational climate and culture

3. COHERENCE BETWEEN PROGRAMME AND OBJECTIVES

The first programme chapter makes an introduction to the psycho-sociological behaviour mainly what happens in the organizational context; perception, personality, attitudes, motivation and group

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behaviour are related with the second; in the third chapter we contact with concepts like organizational culture, power and climate indicators.

4. MAIN BIBLIOGRAPHY

Compulsory

Domingos, A. (2023). *Psicossociologia das Organizações – Caderno de Apontamentos*.

Fachada, M. O. (2018). *Psicologia das Relações Interpessoais*. 3ª Ed. Lisboa: Edições Sílabo.

Ferreira, J.M.C. e outros (2001). *Manual de Psicossociologia das Organizações*. Amadora: McGraw-Hill.

Gonçalves, Sónia P. (2014). *Psicossociologia do Trabalho e das Organizações - Princípios e Práticas*. Lisboa: Ed. PACTOR.

Rego, A. e outros (2003). *Comportamento Organizacional e Gestão (casos portugueses e exercícios)*. Lisboa: R H Editora.

Recommended

Cunha, M.P. e outros (2005). *Manual de Comportamento Organizacional e Gestão*. 4ª Ed. Lisboa: R H Editora.

Cunha, M.P. e Rodrigues, S.B. (2002) (orgs). *Manual de estudos organizacionais. Temas de psicologia, psicossociologia e sociologia das organizações*. Lisboa: R H Editora.

Freire, J. (2002). *Sociologia do Trabalho: uma introdução*. Edições Afrontamento.

Grint, K. (1991). *The sociology of work: an introduction*. Cambridge: Polity Press.

Mitchel, T. & Larsen, J. (1987). *People in Organization*. McGraw-Hill.

Vala, J., Monteiro, M. B. e Lima, L. (1994). *Psicologia social das organizações – estudos em empresas portuguesas*. Oeiras: Celta Editora.

5. TEACHING METHODOLOGIES (INCLUDING EVALUATION)

Teaching methodologies: expository lessons; individual and group reading with discussion/commentary; individual and group works; case studies and exercises.

Evaluation: continuous assessment and/or final exam. Continuous assessment – individual and group works (4 points), classes participation (1,5 points), attendance (0,5 points) and test note (14 points).

6. COHERENCE BETWEEN TEACHING METHODOLOGIES AND OBJECTIVES

Each subject programme chapter requires related works, in group or individual, as well as the student's participation on the classes' debate. At the end of the semester we make a more global evaluation (final exam) to know about the pupil skills acquired.

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7. ATTENDANCE

The attendance is important to continuous assessment.

8. CONTACTS AND OFFICE HOURS

aldadomingos@ipg.pt

Office 62; tel. number 1262

Office hours - Monday: 11:00-13:00;

Thursday: 15:30-17:30.

DATE

29 de Fevereiro de 2024

SIGNATURES

Professor(s), Area/Group Coordinator or Head of Department signatures

Professor

(signature)

Area/Group Coordinator

(signature)

Assinatura na qualidade de (clicar)

(signature)

Assinatura na qualidade de (clicar)

(signature)