Educational institution: Kolping Higher Education Institution
Study programme: Social Work Management

SUBJECT PROGRAM

1. Subject title	2. Credits
ORGANIZATIONAL PSYCHOLOGY	**3 ECTS (107 ac. hrs.)**

3. Correlation among the program and subject study results, study methods and student achievement assessment methods.

Program study results	Subject study results	Teaching / Learning methods	Student achievements assessment methods
1 The graduate will know the theories of social work and the fundamentals of other theories of social sciences, social work methods and innovations, infrastructure of social services, project and programme management and will be able to apply the above knowledge in pursuit of the empowerment of individuals and positive changes in the social life of an individual, group, community. 3.The graduate will be able to administer the social services provided to the client, to evaluate the effectiveness of social services provided by the organisation and the quality of services in accordance with national and international legislation and professional ethics and in line with the national social policy.	1. Will be able to explain the main concepts of organizational psychology. 2. Identify the qualities, needs, and expectations of the organization's employees and the head of the organization. 3. Apply psychological knowledge of motivation, leadership, team leadership in practice. 4. Assess the level of stress experienced in the organization and improve the current situation in the organization. 5. Explain the main activities and functions of an organizational psychologist. 6. Apply knowledge of organizational psychology to the analysis of psychological problems in the organization.	Lectures, case studies, simulation exercises, role play, brainstorming, situation modeling, student thematic presentations, attendance of the institution and analysis of the institutional activities. Theoretical lectures. Active teaching/learning methods (group discussion, brainstorming, working in pairs, working in groups). Case studies.. Individual study of literature, preparation and presentation of written work.	Written survey: Test and open questions. Written work, written and oral presentation. Practical assignments during seminars. Case study. Practical assignments in writing.

4. Annotation (200 words maximum; description of the relevance of the subject)

The subject is designed to provide students with the foundations of organizational psychology to successfully develop business communication, problem identification, effective leadership, teamwork, and leadership skills. Theoretical knowledge focuses on practical application, development of leadership competence, assessment and enhancement of staff motivation, and reduction of stress levels in the organization.

5. The main topics of the course

No.	Names of the topics	The number of contact hours			The number of hours for self-study
		Theory	Practical work	Consultation	
1.	Introduction to the Subject: Purpose, Structure, and Requirements. Subject scope, aims and objectives. Logical structure of topics and learning sequence. Assessment system and requirements, academic integrity principles. Overview of recommended literature and international sources.	1	2		
2.	Concept of organisational psychology, historical development, orientations, typology of organisations	1	2		10
3.	Organisational culture and intercultural organisation	2	5		10

4.	Contemporary approaches to motivation: process and content theories. Application of motivation theories to motivate employees	2	3		10
5.	Organisation communication	2	4		10
6.	Human resource management in the organisation. Career planning	2	3		10
7.	Leadership psychology and conflict management in the organisation	2	5	2	10
8.	Professional burnout. Stress management and control	2	4	2	11
	Total number of hours	**8**	**22**	**6**	**71**

6. Attendance requirements

Seminars are required to attend.

7. Criteria for assessment of student's achievements

Grade and brief description of the knowledge and skills	**Brief description of the criteria**
10 (excellent) Excellent performance, outstanding knowledge and skills	Excellent, exceptional, comprehensive knowledge of child development and its application in solving complex practical problems. Student studied additional material independently. Perfect understanding and use of concepts of child development, ability to analyse them in the broader context of the subject. Original and independent thinking. Excellent analytical and evaluation skills and insight. Excellent preparation for further studies. Excellent application of theoretical knowledge. Excellent performance in dealing with sophisticated non-standard tasks. Impeccable, exceptional performance quality. Excellent expression and presentation skills. Well aware of what and why is being done.
	All the learning outcomes achieved
9 (very good) Strong performance, good knowledge and skills	Strong, good, comprehensive knowledge of child development and its application in solving complex practical problems. Student studied additional material independently. Perfect understanding of studied material, proper use concepts of child development. Original and independent thinking. Very good analytical, evaluation and synthesis skills. Very good preparation for further studies. Very good application of theoretical knowledge. Good performance in dealing with sophisticated non-standard tasks. Very good performance quality. Very good expression and presentation skills. Understanding of the methods, techniques applied and the reasons why.
	At least 90 percent of the learning outcomes achieved
8 (good) Above the average performance, knowledge and skills	Better than average knowledge of child development and its application in solving practical problems. Familiar with the mandatory material. Able to work independently with additional material. Student understands the concepts of child development and principles, applies them properly. Good reasoning and arguments substantiated on facts. Good preparation for further studies. Good application of knowledge. Correctly solves moderately complex and more difficult tasks.

	Good performance quality. Good expression and presentation skills. Knowledge of the methods, techniques that need to be applied.
	At least 80 percent of the learning outcomes achieved
7 (average) Average performance, knowledge and skills with unessential shortcomings	Average performance, with unessential shortcomings Application of knowledge of child development to solve practical problems. Familiar with the main material. Student understands and uses the concepts of child development and principles. Linking of several key components into a whole. Fairly good reasoning. Sufficient preparation for further studies. Knowledge is applied in accordance with the given examples. Good performance quality. Correctly solves moderately complex tasks. Sufficient expression and presentation skills.
	At least 70 percent of the learning outcomes achieved
6 (satisfactory) Below average performance, knowledge and skills with substantial shortcomings	Below average knowledge of child development, with errors. Application of knowledge to solve uncomplicated practical problems. Familiar with the main material. Satisfactory understanding of the concepts of child development, ability to describe incoming information in own words. While analysing, student focuses on several aspects, but is unable to relate them. Satisfactory preparation for further studies. Knowledge is applied in accordance with the given examples. Satisfactory performance quality. Able to act by analogy. Correctly solves simple tasks, but does not comprehend more complex ones. Satisfactory expression and presentation skills.
	At least 60 percent of the learning outcomes achieved
5 (weak) Knowledge and skills meet minimum criteria	Knowledge meets minimum criteria. Application of knowledge to solve uncomplicated practical problems. Simple recitation of learned concepts, text retelling. The answer is focused on one aspect. Minimum preparation for further studies. Minimum sufficient skills to solve problems based on examples. Able to act by analogy. Satisfactory expression and presentation skills.
	At least half of the learning outcomes achieved
4 **3** **2** **1**	**Unsatisfactory** Below minimum criteria 	Knowledge does not meet minimum criteria. Skills do not meet minimum criteria.
	Less than half of the learning outcomes achieved

9. Prerequisite subjects

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10. Forms of assessment of student achievement (components of cumulative assessment)

Students are assessed during the process throughout the semester. At the end of the semester all evaluations are taken into account and the final score for the output:
30 % - midterm evaluation;
30 % - written paper;
40 % - examination.

11. Coordinating teachers

Position	Surname, name, academic degree
Lecturer	Jurgita Dambrauskienė, Master of Psychology

12. Recommended literature

No.	Year of issue	Authors and title of the publication	Publisher	Access		
				At the KUAS library	In other libraries of the city	In databases
1.	2019	Pranckevičienė A., Markšaitytė R. Self-Stigma of seeking help and job burnout in mental health care providers: the comparative study of Lithuanian and the USA samples. https://www.researchgate.net/publication/332426269_Self-Stigma_of_seeking_help_and_job_burnout_in_mental_health_care_providers_the_comparative_study_of_Lithuanian_and_the_USA_samples	Journal of Workplace Behavioral Health 34(20):1-20			Researchgate
2.	2005	Nik Chmel. Darbo ir organizacinė psichologija.	Poligrafija ir informatika	x	x	
3.	2004	Almonaitienė J. Bendravimo psichologija	KTU	x	x	
4.	2008	Legkauskas V.Socialinė psichologija	VDU	x	x	
5.	2008	Raižienė S. Organizacinė psichologija:komandų formavimo principai	VDU	x	x	
6.	2008	Rothmann I. Organizational and work psychology:topics in applied psychology	Hodder Education	x	x	
7.	2017	Judge T.A., Robbins S.P. Organizational behaviour	Pearson	x	x	
8.	2016	Saulius Jovaišas. Boso valanda.	Baltos lankos	x	x	
9.	2004	Kasiulis J., Barvydienė V. Vadovavimo psichologija.	Technologija	x	x	
10.	2020	Diamon St. Gaukite daug daugiau (principals of motivation)	Vilnius;Alma litera	x	x	
11.	2022	Baršauskiene. V. Subject-based communication	Kaunas:KTU	x	x	