



Universitat de Lleida

DEGREE CURRICULUM  
**PSYCHOLOGICAL EVALUATION  
AND INTERVENTION IN  
ORGANIZATIONS**

Coordination: BLASCO BELLED, ANA

Academic year 2023-24

## Subject's general information

<b>Subject name</b>	PSYCHOLOGICAL EVALUATION AND INTERVENTION IN ORGANIZATIONS		
<b>Code</b>	102918		
<b>Semester</b>	2nd Q(SEMESTER) CONTINUED EVALUATION		
<b>Typology</b>	Degree	Course	Character
	Bachelor's Degree in Psychology	3	COMPULSORY
<b>Modality</b>	Attendance-based		
<b>Course number of credits (ECTS)</b>	6		
<b>Type of activity, credits, and groups</b>	<b>Activity type</b>	PRAULA	TEORIA
	<b>Number of credits</b>	1.8	4.2
	<b>Number of groups</b>	2	1
<b>Coordination</b>	BLASCO BELLED, ANA		
<b>Department</b>	PSYCHOLOGY, SOCIOLOGY AND SOCIAL WORK		
<b>Important information on data processing</b>	Consult <a href="#">this link</a> for more information.		

Teaching staff	E-mail addresses	Credits taught by teacher	Office and hour of attention
BLASCO BELLED, ANA	ana.blasco@udl.cat	9,36	

## Learning objectives

1. Know the concepts and basic theories of the appraisal and psychological intervention at the organisations.
2. Recognize and know how to apply different models, technics and methods of intervention for the analysis and the realization of the organisations.
3. Know and adapt at the team work, especially at the collaborative learning.
4. Develop his/hers capacity to talk in public, argue the own opinion, listen at the others, among of others.
5. Develop the necessary abilities for the syntheses and explanation of the information.
6. Comprise critically the contents developed at the subject.

## Competences

### COMPETENCES

CB2 Apply the knowledge at the work or vocation of a professional form and possess the competences that use to evidence by means of the elaboration and defence of arguments and the resolution of problems in the area of survey.

CB4 Can transmit information, ideas, problems and solutions at a so much specialised public like no specialised.

CG2 Develop the capacity to work at a multidisciplinary team and collaborate on the efficient way with other professionals.

CG4 Recognise the different theoretic perspectives in relation to the subject worked, comment on the conclusions and take decisions.

CE1 Identify and analyze the characteristics and the necessities of the persons, groups and organisations, as well as of the notable contexts for the service that solicits.

CE2 Schedule the appraisal of the programs and/or psychological interventions and select the indicators and suitable technicians.

CE5 Design and apply a work plan/strategy of psychological intervention, at the function of the contexts or services solicted.

CE8 To prepare technical reports, both oral and written, on the results of the evaluation process, of the research or of the services demanded, respecting the ethical commitment that the dissemination of psychological knowledge requires.

CE9 Utilise the different documentary fonts at psychology, show a command of the necessary strategies to access the information and value the necessity of documentary update.

CT3 Acquire enabling at the use of las new techs and of the techs of the information and the communication

CT6 Apply the gender perspective to the functions of the professional field

## Subject contents

BLOC 1: CONCEPTUAL DELIMITATION And HISTORY OF THE PSYCHOLOGY AT THE WORK

BLOC 2: THE DESIGN OF THE ORGANISATIONS AND PEOPLE MANAGEMENT DEPARTMENT

BLOC 3: HEALTHY ORGANISATIONS

BLOC 4: PRACTICES OF HAPPINESS ORGANIZACIONAL

## Methodology

### METHODOLOGY

The course will take place in a semi-face-to-face mode online: the student will be able to find synchronous virtual classes and asynchronous virtual classes.

The course aims to promote the autonomous learning of the student, facilitating at his/her disposal multiple resources so that he / she is the protagonist of his / her learning process. In order to make this possible, the student will find in the Virtual Campus: the theoretical contents of the subject, individual activities to be carried out autonomously, small group and medium group work, and extra resources if he/she wants to study the subject in depth.

### **SYNCHRONIC ON-LINE CLASSES:**

- The students will interact with the teacher and with other classmates in a virtual synchronous way (it may be that they are done in different spaces but at the same time). For this interaction and for synchronous virtual learning, the Sakai videoconferencing tool and other synchronous virtual work tools will be used.

- Attendance at synchronous online sessions is mandatory. These sessions will carry out activities such as those presented below:

- o Learning with interaction with the teacher- Where the teacher will present the key aspects of the contents of the subject, guidance and organization of the work in small groups, guidance in the reading of basic documents and the compulsory reading of the different contents of the subject.

- o Peer learning. Activities to be solved in small groups and with the guidance of the teacher.

- o Analysis and reflection in a small group.

- o Gamification activities with tools from the Virtual Campus.

- o Autonomous work activities.

### **ASYNCHRONIC ON-LINE CLASSES:**

- In this case, the students will have at their disposal all the theoretical material of the course, explanatory videos of the contents, digital resources to expand knowledge, autonomous learning activities so that the student can carry out their learning process autonomously and adapted to their schedule.

- The activities that the student will find in this format will be:

- o Individual readings of the theoretical contents.

- o Viewing videos that reinforce the theoretical content.

- o Material readings to complement the theoretical content.
- o Individual autonomous work activities using the different tools of the sakai.
- o Research information independently and in a small group.
- o Analysis and reflection in a small group.

The student will find in the VIRTUAL CAMPUS all the course material distributed in different sections:

In the **Course Material** section you will find:

- Informative capsules: where there will be theoretical content and explanatory videos.
- Now it's your turn: where you will find the activities to do.
- To know more: where you will find extra material to deepen your theoretical knowledge.

In the **Activities** section:

- You can find the activities to present and analyze that will be explained in the section "now it's your turn".

In the **Videoconference** section:

- The classes will be found synchronously throughout the course, and where you can enter to work with the teacher and in a small group. You can also find the records of the sessions carried out. In no case may the recorded videos be downloaded.

In the **Forums** section:

- The activities to be carried out in small and large groups will be found in relation to videos and documentaries that will have to be viewed throughout the course and that will have to be discussed in synchronous and asynchronous format depending on how the activity is dictated.

In the **Test and Questionnaires** section:

- The student will find different test where he/she will find activities to see if he/she is integrating knowledge (activities that will not be evaluable, but in case he / she wants to test himself and see if he is internalizing the content).
- The examination of the subject will be done through this tool.

In the **Qualification/marks** section:

- The student will find all the marks of the course in relation to the different activities, tests, individual and team work or small group.

NOTE:

"We remind you that the recordings and the rest of the CV contents are protected by the intellectual and industrial property rights of the University of Lleida, in accordance with the clause included in the " Legal Notice ", visible on all websites owned by the UdL ".

## Development plan

Bloque	Activities	Schedule	Competence	Objective

	Self-assessment	February		
	Relate the subject	February		
1	Reading article Peiró: · Individual and team mind map. · Co-evaluations	February	CB2, CB4 CG2 CT3	OBJ1 OBJ3 OBJ4
	Trivial Pursuit – Team	February-March	CB2, CB4 CG2 CT3	OBJ1 OBJ2 OBJ3 OBJ5
	TEAM evaluation. Improvement plan	March	CB2, CB4 CG2	OBJ3 OBJ4
1-2	Organization Analysis · Co-evaluations	March-April	CB2, CB4 CG2, CG4 CE1, CE9	OBJ1 OBJ2 OBJ3 OBJ4 OBJ5
3	Reading Article Marisa Salanova · Analysis healthy practices · Co-evaluations	April	CB2, CB4 CG2, CG4 CE1, CE9 CT3	OBJ2 OBJ3 OBJ4 OBJ5
3-4	Healthy organization model work Reading Book Individual-Team	May	CG2, CG4 CE1, CE2, CE5, CE9 CT3	OBJ1 OBJ2 OBJ3 OBJ4 OBJ5 OBJ6
	Exam	May	CB2 CE9	OBJ1 OBJ2 OBJ6

## Evaluation

### EVALUATION

The evaluation modalities that will be used in the subject are:

#### 1. CONTINUED MODALITY

(A 70% attendance is required of all synchronous class sessions).

**Continued = Classroom Activities + Healthy Organization Work + Reading Analysis + Trivial Pursuit + Written Test**

**a) Activities class 25%:** The activities will have to be delivered to the Virtual Campus as announced on the established dates. Those activities that have not been presented will not be accepted in the final mark and therefore will remain as NOT PRESENTED. To complete the delivery of the activities, these include the activities and coevaluations to do. If only the activity is done and the coevaluation is not done, the activity will count 50% of the final mark for that activity. The evaluation rubrics will be posted in the activity itself. Forums will also be considered.

**b) 25% Healthy Organization Work:** Presentation of a healthy organization model, and where a program will

be prepared to increase the well-being of the workers. It will be presented orally and there will also be a co-evaluation of all the works presented. The evaluation rubrics will be posted in the activity itself. The delivery date of the work will be determined on the first day of the subject and the work will be posted on the virtual campus.

**b) Reading Analysis 10%.** You will have to do an analysis of a reading book (to be chosen by the student, from the list that will be provided on the first day). The evaluation rubrics will be posted in the activity itself. The delivery date of the work will be determined on the first day of the subject and the work will be posted on the virtual campus.

**c) Trivial Pursuit 10%:** Activity to be done with teams.

**d) Written test 30%:** The written test will be made up of 60 pot-type questions with 4 possible answers and a single valid one. For each poorly answered question, 0.33 points will be subtracted from the final mark. This exam will be done through the Virtual Campus, "test and questionnaires" section. The day and time of the written test will be confirmed on the first day of class and will be posted in the agenda section of the virtual Campus.

### Requirements:

- Attendance is compulsory in synchronous online classes for medium groups. This must be equal to or greater than 70% of the total of the sessions carried out so that the grade can be computed. Otherwise, the part of classroom activities will be suspended. A maximum of two absences from medium-group practical classes may be justified.
- Taking into account the Regulations for the Evaluation and Qualification of Teaching in Degrees and Masters at the UdL approved by the Governing Council on February 26, 2014, in its article 1.2, section 2.d: 2.
  - The students of the official undergraduate and master's degrees at the University of Lleida: d. You have the right to recover any evaluation activity equal to or greater than 30% of the final grade in a subject or matter, except for the practices of the subject, if applicable
- If the student fails the written test, they will recover during the recovery period through a written test. The maximum grade that can be obtained is 6.
- In order to have access to the recovery, the student will have to have taken the ordinary test.
- 0.25 points will be subtracted for every 5 fouls found.
- The delivery of all the activities will be carried out through the virtual campus of the UdL. Works outside this space will not be accepted.

## 2. SINGLE EVALUATION MODALITY

The student who wishes to do so will have the right to renounce the continuous assessment at the beginning of the course and take the form of a single assessment evidence at the end of the subject.

You will have to file an application with the secretariat within the established period and provide supporting documentation of work activity and / or other personal situations. The unique evaluation includes a written test of the theoretical and practical contents taught in the subject. It will be necessary to contact the teacher responsible for the subject.

The grade needed to pass the subject is a 5.

## Bibliography

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## Complementaria

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