



# MARMARA UNIVERSITY - Faculty of Business Administration

Business Administration (in English)

## SYLLABUS

Course Code	Course Title	Type of Course	Course Group * for electives	Weekly Course Hours		ECTS Credits	Prerequisite to minimum letter grade
				T	P		
OB2086	Work and Organizational Psychology	Elective		3	0	5	
Prerequisite		Minimum grade				Grade	
Language of Instruction							
Course Lecturer							
Short Course Content	This course is designed to examine the modern and post-modern concepts of organizational psychology and work psychology by indicating the basic theories related with human relations at work.						
Course Objectives	The field is a large and active part of psychology that includes research and applications in human resources, job analysis, performance evaluation, employee selection, training, positive and negative work attitudes, work environment issues, organizational design, culture and climate aspects, and much more. At the end of the course, students will have a greater appreciation and understanding of how psychology has contributed to the world of work and helped create more productive and satisfying organizations.						
Recommended or Required Reading	1.	Luthans, Fred. (2006). Organizational Behavior, McGraw Hill., Riggio, R. E. (2013). Introduction to Industrial/ Organizational Psychology, 6th edition, Upper Saddle River, NJ: Pearson Prentice Hall. Michael, Aamodt. (2012). Industrial/Organizational Psychology, Cengage.					
Learning Outcomes	1.	Developing their understanding of issues and concepts at the individual, group and organizational level in working life					
	2.	To help them learn about methods and basic concepts in the field of work and organizational psychology.					
	3.	To enable them to acquire the ability to analyze and evaluate the concepts in the field of work and organizational psychology in a theor					
	4.	To enable them to think systematically and apply analytical methods in solving problems in the field of work and organizational psychol					
	5.	To enable them to acquire the ability to collect data and resources, apply data analysis and evaluation techniques, develop analysis-syn					
Planned Learning Activities and Teaching Methods							
WEEK	Date	Course Contents					
Week 1		Course Introduction					
Week 2		Examining the historical development of Work and Organizational Psychology					
Week 3		Organization as a system: Organizational Environment, working Conditions, Organizational Components, Organizational Climate					
Week 4		Fundamentals of Industrial and Work Psychology: Job Analysis, Competencies, Person-Job fit					
Week 5		Basic Human Resources Management Processes Related to Industrial Relations and Industrial Psychology					
Week 6		Improving Employee Performance in the Workplace					
Week 7		Quality of work life and positive behaviors					
Week 8		Midterm(s)					
Week 9		Monotony in the workplace, Coping with the demands of life and work: Stress, boredom, occupational safety and health					
Week 10		Psychological capital and its components					
Week 11		Employment relations, Emotions at work, Emotional labor, Approaches to work motivation, organizational commitment					
Week 12		Job design, job satisfaction, organizational trust and organizational justice					
Week 13		Positive work attitudes and behaviors					
Week 14		Negative work attitudes and behaviors					
Week 15		In-class student research presentations and discussions					
Week 16		Study week					
Week 17		Final					
Assessment Methods		Assessment Method	Quantity	Date		Weight in Total (%)	Weight in Semester Evaluation (%)
		Final Exam	1			50	0
		Final Make-up Exam (if exists)	1			50	0
		Semester Evaluation				50	100

Methods and Criteria	Midterm(s)		1		50	100.0
	Quiz(zes)					
	Project(s)					
	Homework(s)					
	Laboratory					
	Other					
*** ECTS Credit Calculation ***						
Evaluation Tool	Hour/Quantity	Student Workload Hours		Evaluation Tool	Quantity	Student Workload Hours
Theoretical hours	3.0	42.0		Quiz & preparation	10	10.0
Applied hours	0.0	0.0		Homework		
Laboratory	2.0	28.0		Project	5	5.0
Pre-class self study				Research and presentation		
Post-class self study				Seminar		
Post-application self study				Field study		
Exam preparation & Midterm	10	10.0		Atelier		
Exam preparation & Final	20	20.0		Other		
GENERAL TOTAL :					50.0	115.0
Recommended ECTS Credit (Total Hours / 25) :						5