

Work & Organizational psychology for non IE

This flyer will be updated soon, please check back regularly.

Work & Organizational psychology for non IE	
Offered by	Department of Industrial Engineering & Innovation Sciences
Language	English
Primarily interesting for	All students, but most relevant for students with a non-IE background
Prerequisites	Required courses: - Recommended courses: -
Contact person	Dr. Leander van der Meij (L.v.d.Meij@tue.nl)

Content and composition

Course code	Course name	Level classification
1JK00	Management of human behavior in organizations	1. Introduction
1JK10	Leadership & self-management in organizations	2. Deepening
1JK20	Social innovation and sustained employability	2. Deepening

Course description

Management of Human Behavior in Organization (1JK00)

Are you frustrated because somebody else in your workgroup did not deliver in on time? Or did you become increasingly demotivated, because your holiday job only produced money, but no work satisfaction? Are you curious to know how personality affects cooperation or whether individuals perform better than groups? If one of the answers is “yes” to these questions, then this course is for you. Management of Human Behavior in Organizations offers both insights and practical solutions on how to work more effectively together.

After having followed this course, you should be able to ...

- describe and criticize the most important theoretical perspectives within the field of organizational psychology
- describe how factors at the individual, group, and organizational level relate to job performance and job satisfaction.
- apply theoretical knowledge from organizational psychology onto a relevant personal experience or a current topic in the media.
- organize and lead a workgroup workshop in which group members actively participate.
- relate the behavior of group members to theoretical perspectives in organizational psychology and critically reflect upon this.

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Leadership and Self development (1JK10)

Are leaders born, or are they developed? How can we identify, assess and develop leadership capability? How can YOU grow and develop as a future leader? These are the questions we attempt to answer in this course. Through this elective course, we will aid you in understanding the fundamentals of leadership, help you in assessing leadership capability and contribute to your capacity development as the leader of tomorrow. Register for this course if you are serious about your own career! Prepare to be(come) a leader!

After the successful completion of the course, students should be able to:

1. Develop a critical understanding of the contemporary leadership and self-management models, theories and approaches necessary to navigate the future world of work;
2. Understanding the effect of empowering leadership, leader member exchange and psychological empowerment on employee and organizational level outcomes;
3. Understanding different approaches towards leadership development and self-management;
4. Designing a (self) leadership capability matrix and associative assessment framework;
5. Developing a focused talent development strategy (e.g. TDC);
6. Exhibit knowledge and awareness of the application of individual signature strengths as a leader;
7. Able to develop, implement and measure a team related leadership development program; and
8. Calculate the Return on Investment for a leadership development strategy

Social innovation and sustained employability (1JK20)

Modern workplaces are rapidly changing, which leads to debates on new professionalism, changing institutional settings, new technologies, remote working (e.g., due to COVID-19) and the development of (new) competencies for work ('the new way of working'). This implies that employees should undertake lifelong learning to adapt to changes for sustained employability in the new knowledge and mid-pandemic economy. In this course, you will learn to understand these debates in the light of organizational, technological, and societal transformations. This course can be considered more a 'journey of discovery', leading to interaction, debating, and academic writing, than an attempt to transfer well-defined body of knowledge. The ultimate pedagogical aim is to position yourself in these debates and in an academic paper.