

Course guide

240806 - 240806 - Workplace Psychosociology I

Last modified: 11/12/2023

Unit in charge: Barcelona School of Building Construction
Teaching unit: 1004 - UB - (ENG)Universitat de Barcelona.

Degree: MASTER'S DEGREE IN OCCUPATIONAL HEALTH AND SAFETY (Syllabus 2016). (Compulsory subject).

Academic year: 2023 **ECTS Credits:** 3.0 **Languages:** Spanish

LECTURER

Coordinating lecturer: Ines Dalmau Pons

Others:

DEGREE COMPETENCES TO WHICH THE SUBJECT CONTRIBUTES

Specific:

1. Identify and recognise detection techniques of psychosocial problems and develop intervention plans in front of ill organizations, and recognise the minimum required ergonomic requirements in manual tools.
2. Obtain the capacity to prevent and detect psicosocial problems, adapt the job and coordinate with the medical services to analyse these cases.
3. Be able to analyse the main health problems related to work.
4. Be able to distinguish between labour accidents, professional diseases and diseases related to work.
5. Be able to promote conducts, habits, consumption and health life styles, with the active participation of the workers as main role of the own health. Be able to promote the preventing culture within the company and the creation of health environments.

TEACHING METHODOLOGY

In the theoretical sessions the basic concepts of the different topics will be exposed and discussed. The work sessions will be interspersed between the theoretical sessions and will preferably consist of solving and correcting individual and group exercises.

LEARNING OBJECTIVES OF THE SUBJECT

That the student reaches the knowledge of the psychosocial factors present in the organizations, which are the evaluation methods, how to identify their incidence in occupational health and finally establish intervention strategies for improvement.

Specifically, the student is able to:

- Analyze the role of Psychosociology applied to the company.
- Identify the psychosocial factors present in the workplace.
- Analyze the structure of organizations and individual differences.
- Know and differentiate the methods of evaluation of psychosocial factors and mental load.
- Define and differentiate the concept of stress. Evaluate its main causes and consequences.
- Know other psychosocial pathologies.
- Identify and plan intervention strategies



STUDY LOAD

| Type | Hours | Percentage |
|-------------------|-------|------------|
| Self study | 48,0 | 64.00 |
| Hours large group | 27,0 | 36.00 |

Total learning time: 75 h

CONTENTS

-INTRODUCTION TO PSYCHOSOCIOLOGY

Description:

Definitions and basic concepts. Physical, mental and psychological comfort.
Objectives and applications of Psychosociology. His relationship with other sciences.
Structure of the organization. Characteristics of the company, the place and individuals.

Related activities:

Activity 1: Fitxa introductòria de l'empresa.

Full-or-part-time: 5h

Theory classes: 3h

Self study : 2h

-FACTORS OF A PSYCHOSOCIAL NATURE

Description:

Definition of psychosocial factors.
Chronobiology. Macro and micro time: Shifts and schedules, breaks and rest periods.
Factors related to the task: Communication. Command styles. Teamwork. Participation.

Related activities:

Activity 2: Comparison of shifts and schedules

Activity 3: Role conflict and role ambiguity examples.

Full-or-part-time: 15h

Theory classes: 11h

Self study : 4h

-HUMAN FACTORS

Description:

Individual differences: age and gender. Personality. Intelligence.
Motivation. Job satisfaction / dissatisfaction.
Mental load and information processing.

Full-or-part-time: 10h

Theory classes: 10h

-CONSEQUENCES OF PSYCHOSOCIAL FACTORS

Description:

Concepts of stress. Stressors. Consequences of work stress. Physiological stress response.
Individual characteristics.
Other psychosocial pathologies: Burnout, Mobbing, Job satisfaction / dissatisfaction.

Related activities:

Activity 4: Analysis of a stress case. Symptom identification

Full-or-part-time: 15h

Theory classes: 10h

Self study : 5h

-ASSESSMENT METHODS

Description:

Methodological evaluation criteria: Direct and indirect methods. Pre-existing data.
Assessment process of psychosocial factors and individual differences. Observation. General standardized methods. Subjective evaluation. Questionnaires and surveys.

Related activities:

Activity 5: Global exercise. Psychosocial evaluation planning. Comparison of evaluation methods.

Full-or-part-time: 15h

Theory classes: 13h

Self study : 2h

-PSYCHOSOCIAL INTERVENTION

Description:

Diagnosis and control. Stress prevention. Psychosocial intervention strategies. Individual intervention. Collective intervention.

Full-or-part-time: 10h

Theory classes: 10h

GRADING SYSTEM

The subject follows a continuous assessment system as follows:

- Resolution of activities: 70% of the grade
- Final evaluation test: 30% of the grade

The continuous evaluation of the student will end at the latest three business days before the signing of the minutes.

EXAMINATION RULES.

Delivery through campus and in paper format in class on the days indicated.

Send the file in Word or PDF format, with the following code:

"surname-name_act1PSICO.doc" * the 1st surname, followed by a hyphen and the name (without capital letters or accents), if applicable, the members of the group, separated by commas; underscore act1PSICO (activity 1 of psychosociology); and so on, act2PSICO, act3PSICO, ...

BIBLIOGRAPHY

Basic:

- Gil-Monte, Pedro R.. Manual de psicología aplicada al trabajo y a la prevención de los riesgos laborales. Madrid: Pirámide, [2014]. ISBN 9788436831443.
- Llaneda, Javier. Ergonomía y Psicología aplicada. Manual para la formación del especialista. Lex Nova, 2009. ISBN 9788498980431.
- Lara, A.. Algunas orientaciones para evaluar los factores de riesgo psicosocial (edición ampliada 2016). Madrid: INSHT. Documentos divulgativos 2015.,
- Nogareda Cuixart, Clotilde. Psicología del trabajo. Barcelona: Instituto Nacional de Seguridad e Higiene en el Trabajo, 1995. ISBN 8474254191.

Complementary:

- Pérez Bilbao, Jesús. Mobbing, violencia física y acoso sexual : riesgos derivados de las relaciones interpersonales en el trabajo. Madrid: Instituto Nacional de Seguridad e Higiene en el Trabajo, DL 2001. ISBN 8474255805.

RESOURCES

Other resources:

INSHT WEB Psychosociology Portal

<http://www.insht.es/portal/site/RiesgosPsicosociales/> />

WEB of the European Agency for Safety and Health at Work

<https://osha.europa.eu/fop/spain/es/publications> />

WEB of the Department of Enterprise and Employment. Occupational health and safety

http://empresaocupacio.gencat.cat/ca/treb_ambits_actuacio/treb_seguretat_i_salut_laboral/