



Organisational Psychology (Semester 4, 3 ECTS) [Elective]

Description

This course examines psychological principles and practice in industrial, organizational, and business settings, with reference to management and employee work-related experiences, perceptions, and behaviour. With particular reference to Iceland, topics covered include personnel selection and recruitment; design and evaluation of skills; provision of training and development needs of individuals, groups, and whole organisations; leadership and talent management; coaching, mentoring, and career development; managing change, building resilience, and countering change fatigue; measurement of employee opinions and satisfaction; performance appraisal and incentive management; well-being, stress, and work-life balance; dealing with negative organisational culture (e.g., bullying, gender bias); and fostering cultural diversity in the workplace.

Learning Outcomes

On completing the course students should be able to:

- demonstrate knowledge of best practice in the application of psychological principles within industrial, organizational, and business settings
- describe approaches for addressing the diverse and distinctive challenges that arise in industrial, organizational, and business settings
- demonstrate familiarity with organisational psychology practices in Iceland

Assessment

Students are required to participate in classroom reading and discussion assignments, and are assessed by essay and end-of-semester examination.