



# **TANTÁRGYI ADATLAP SUBJECT DATASHEET**

## **ORGANIZATIONAL PSYCHOLOGY**

### **BMEGT52S152**

# I. COURSE DESCRIPTION

## 1. SUBJECT DATA

### Course name

ORGANIZATIONAL PSYCHOLOGY

### Course code

BMEGT52S152

Course type Contact lessons

### Kurzustípusok és óraszámok

<u>Type</u>	<u>Lessons</u>	<u>Type of assessment</u>	<u>Number of credits</u>
Lecture	12	exam	
Practice	0		
Laboratory	0		3

### Course leader

<u>Name</u>	<u>Position</u>	<u>Email adress</u>
Gerákné dr. Krasz Katalin	assistant professor	krasz.kata@gtk.bme.hu

### Organizational unit for the subject

Department of Ergonomics and Psychology

### Subject website

<https://edu.gtk.bme.hu>

### Language of teaching

magyar - HU

### Curriculum role of the subject, recommended semester

Programme: **Munka és szervezet szakpszichológus 2010**

Subject Role: **Kötelező törzsanyag**

Recommended semester: **1**

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### Pre-requisites

*strong* Nincs

*weak* Nincs

*paralell* Nincs

*exclusive* Nincs

### 1.13 A tantárgyleírás érvényessége / Validity of the Subject Description

Approved by the Faculty Education Committee of Faculty of Economic and Social Sciences (Valid from: 06.09.2021.)

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## 2. OBJECTIVES AND LEARNING OUTCOMES

### Objectives

The aim of the course is to make students see the connections between people's behavior and organizational behavior, the main features of organizational functioning, the possibilities of interpreting and applying psycho-logical knowledge in an organizational context.

### Learning outcomes

#### Knowledge

1. The student acquires a comprehensive knowledge of the connections between organizational culture and human resource management
2. The student gets acquainted with the prospects of measuring organizational culture
3. The student acquires a comprehensive knowledge of the impact of organizational culture on organizational development processes and interventions
4. The student acquires knowledge about the connections between organizational culture, trust and organizational development

#### Ability

1. Ability to communicate professionally on these topics, in oral and in written form
2. The student is able to explore the organizational culture, and interpret the results
3. The student is able to plan organizational development interventions taking into account the characteristics of organizational culture
4. The student is able to plan the development and implementation of human resource management systems taking into account the characteristics of the organizational culture.

#### Attitude

1. Open to the latest, trend-setting knowledge of organizational psychology
2. Willing to cooperate with representatives of other professions on a given issue
3. Acts proactively and contributes to issues affecting his/her work
4. Able to listen and accept the views and opinions of others
5. Represents a value-added approach in his/her profession
6. Has the need to continually improve him/herself

#### Autonomy and responsibility

1. Able to independently evaluate and make decisions on issues affecting his / her professional activity
2. Able to independently identify the effects of organizational culture, to plan organizational culture-dependent organizational development
3. Takes responsibility for the tasks and programs planned and / or managed by him/her
4. Represents his/her profession responsibly and ethically

### Methodology of teaching

Lectures, interactive class assignments, group work, solving practical tasks.

### Materials supporting learning

- Bíró, B., Serfőző, M. (2003): Szervezetek és kultúra In: Hunyady Gy., Székely M.(szerk): Gazdaságpszichológia, Osiris Kiadó, Budapest, 481-541.
- Heidrich B. (2001): Szervezeti kultúra és interkulturális menedzsment, Humán Telex Consulting, Budapest
- Poór, J. (1995): Emberi erőforrás menedzselése különböző vezetési kultúrákban, Vezetéstudomány, 9. szám
- Witte De K., Muijen van J. J. (1999): Organizational culture: critical questions for researchers and practitioners, European Journal of Work and Organizational Psychology, Vol. 8. (4). 583-595
- Kamau Kung'u G. (2015): Organizational Development, Organizational Culture and Organizational Change, [https://www.researchgate.net/publication/314462503\\_Organizational\\_Development\\_Organizational\\_Culture\\_and\\_Organizational\\_Change](https://www.researchgate.net/publication/314462503_Organizational_Development_Organizational_Culture_and_Organizational_Change)
- Jung T., Scott T., Davies T. O. H., Bower P., Whalley D., McNally R., Mannion R. (2009) Instruments for Exploring Organizational Culture: A Review of the Literature, Public Administration Review, Volume 69, Issue 6, Pages 1087-1096

# II. SUBJECT REQUIREMENTS

## TESTING AND ASSESSMENT OF LEARNING PERFORMANCE

### General Rules

The assessment of the learning outcomes set out in point 2.2 is based on the preparation of an individual ho-mework, its presentation and the answering of questions related to the topic.

### Performance evaluation methods

A. Detailed description of performance evaluations performed during the term-period: In the framework of group work, literature research on organizational psychology and its written summary B. Performance evaluation during the examination period. Presentation and discussion of group work, problem solutions, answering questions

### Proportion of performance evaluations performed during the diligence period in the rating

- evaluation of partial performance - group work - research of literature and preparation of written summary: 70%
- sum: 70%

### Proportion of examination elements in the rating

- oral exam - answering professional questions related to the homework: 30%
- sum: 30%

### The condition for obtaining the signature, validity of the signature

The condition for obtaining the signature is the completion of all project tasks according to point 3.3

### Grading

Excellent	
Very good	> 90
Good	80–89
Satisfactory	70–79
Pass	50–69
Fail	< 50

### Correction and retake

The student may substitute an individual homework.

### Study work required to complete the course

12  
78  
90

### Approval and validity of subject requirements

Pre-2017, next review September 2021.

# III. COURSE CURRICULUM

## THEMATIC UNITS AND FURTHER DETAILS

### Topics discussed during the semester

A 2.2. pontban megfogalmazott tanulási eredmények eléréséhez a tantárgy a következő tematikai blokkokból áll. Az egyes félévekben meghirdetett kurzusok sillabuszaiban e témaelemeket ütemezzük a naptári és egyéb adottságok szerint.

- 1 A szervezeti kultúra hatása az emberi erőforrás gazdálkodás rendszerek kialakítására, működtetésére
- 2 A szervezeti kultúra mérési lehetőségei – a szervezeti kultúra azonosításának lehetséges módszerei, eszközei
- 3 A szervezeti kultúra és a szervezetfejlesztés összefüggései
- 4 Szervezeti kultúra hatása a szervezetfejlesztés lépéseire, eszközeire, módszereire

### Lecturers participating in teaching

Dr. Torma Kálmán megbízott előadó [tormak@tmtconsulting.hu](mailto:tormak@tmtconsulting.hu)

Csigás Zoltán megbízott előadó [zoltan.csigas@innovators.hu](mailto:zoltan.csigas@innovators.hu)

### Approval and validity of subject requirements