



## **SUBJECT DATASHEET**

### **ORGANIZATIONAL PSYCHOLOGY**

**BMEGT52S152**

# I. SUBJECT DESCRIPTION

## 1. SUBJECT DATA

### Subject name

ORGANIZATIONAL PSYCHOLOGY

ID (subject code) BMEGT52S152

### Type of subject

Contact lessons

### Course types and lessons

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

### Subject Coordinator

*Name* *Position* *Contact details*

Gerákné dr. Krasz Katalin assistant professor krasz.kata@gtk.bme.hu

### Educational organisational unit for the subject

Department of Ergonomics and Psychology

### Subject website

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

### Language of the subject

magyar - HU

### Curricular role of the subject, recommended number of terms

Programme: **Work and Organisational Psychologist 2010**

Subject Role: **Compulsory core material**

Recommended semester: **1**

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### Direct prerequisites

**Strong** None

**Weak** None

**Parallel** None

**Exclusion** None

### Validity of the Subject Description

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

## 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.

### Academic results

#### 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

#### Skills

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

#### Independence 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

### Teaching methodology

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 menedzsmente 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 homework, its presentation and the answering of questions related to the topic.

#### Performance assessment 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

#### Percentage of performance assessments, conducted during the study period, within the rating

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

#### Percentage of exam elements within the rating

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

#### Conditions for obtaining a signature, validity of the signature

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

#### Issuing grades

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

#### Retake and late completion

The student may substitute an individual homework.

#### Coursework required for the completion of the subject

12  
78  
90

#### Approval and validity of subject requirements

Pre-2017, next review September 2021.

# III. COURSE CURRICULUM

## THEMATIC UNITS AND FURTHER DETAILS

### Topics covered during the term

A 2.2. pontban megfogalmazott tanulási eredmények eléréséhez a tantárgy a következő tematikai blokkokból áll. Az egyes félévekben meghirdetett kurzusok sillabuszaiban és 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 lépései, eszközeire, módszereire

### Additional lecturers

Dr. Torma Kálmán megbízott előadó tormak@tmtconsulting.hu

Csigás Zoltán megbízott előadó zoltan.csigas@innovators.hu

### Approval and validity of subject requirements