



SUBJECT DATASHEET

FOUNDATION COURSE

BMEGT52S156

I. SUBJECT DESCRIPTION

1. SUBJECT DATA

Subject name

FOUNDATION COURSE

ID (subject code)

BMEGT52S156

Type of subject

Contact lessons

Course types and lessons

<i>Type</i>	<i>Lessons</i>
Lecture	8
Practice	0
Laboratory	0

Type of assessment

exam

Number of credits

8

Subject Coordinator

<i>Name</i>	<i>Position</i>	<i>Contact details</i>
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**

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 provide all students with the theoretical knowledge required for the subjects of the specialised further training. The subject knowledge can be acquired in the Master of Psychology in Work and Organisational Psychology, and can be completed by taking specific courses in the Master of Psychology. Those who cannot or can only partially demonstrate the required basic knowledge must take the following subjects: • Organisational and management theories and models • Workplace socialisation and integration • Psychological aptitude test • Workplace stress

Academic results

Knowledge

1. The student will acquire a comprehensive knowledge of organisational culture and leadership models
2. The student will learn about models of socialisation at work, the process of integration at work.
3. The student will be familiar with the main theoretical models of psychological aptitude testing, the characteristics of selection methods and their predictive validity.
4. The student will be familiar with the concepts of stress in the workplace, its possible causes and the in-dividual and organisational responses to stress

Skills

1. Able to communicate professionally, orally and in writing, on these topics
2. The student is able to compare organisational culture models, identify similarities and differences, and apply organisational culture models in an organisational context.
3. The student will be able to compare management models, identify similarities and differences, and apply management models in an organisational context.
4. The student will be able to apply workplace socialisation models in practice, design workplace integration programmes.
5. The student will be able to identify the relationships between selection models and between predictors and the factors determining their validity, and to design the recruitment and selection process.
6. The student will be able to identify the links between the causes of stress in the workplace and the reactions to stress.

Attitude

1. Open to the latest, trend-setting knowledge in the field of organisational and work psychology.
2. Willingly collaborates with peers on specific issues.
3. Has a desire for continuous self-development.

Independence and responsibility

1. Able to independently study the literature on organisational culture, leadership models, workplace socialisation, workplace stress and psychological fitness, to navigate the subject and identify the practical implications of what is written, and to apply what is read in practice.
2. Takes responsibility for the tasks and programmes planned and/or managed by him/her.
3. Represents his/her profession responsibly and ethically.

Teaching methodology

Lecture, interactive class exercises, group work, practical exercises.

Materials supporting learning

- Juhász Márta (2010): A pszichológiai pszichológiai alapja. Oktatási segédanyag. BME Ergonómia és Pszichológia Tanszék, Bp.
- Antalovits Miklós – Juhász Márta (2007): A pszichés jóllét és a biztonsági kockázat összefüggései. In: Alkalmazott Pszichológia. 9. évfolyam 1. szám (5-30. o.)
- Anderson, N. Lievens, F., Karen van Dam, Ryan, A.M. (2004). Future Perspectives on Employee Selection: Key Directions for Future Research and Practice. In: Applied Psychology: An International Review, 2004, 53. (4), 487–501.
- Ployhart, R.E., Ehrhart, M.G. (2002). Modeling the Practical Effects of Applicant Reactions: Subgroup Differences in Test-Taking Motivation, Test Performance, and Selection Rates. International Journal of selection and assessment. 2002, 10. (4), 258-270.
- Bakacsi Gyula: Szervezeti magatartás és vezetés, KJK, Budapest, 1996
- 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
- Takács Ildikó (2006): A munkahelyi szocializáció és a munkahelyi beilleszkedés pszichológiai tényezői. In: A munkahelyi szociálpszichológia jelenségtárája I. Egyének és csoportok. Szerk.: Mészáros Aranka Z-Press Kiadó
- Peterson, M. F, Ruiz-Quintanilla, A. S. (2003): Cultural Socialization as a Source of Intrinsic Work Motivation. Group & Organization Management, Vol. 28. No. 2. 188-216.
- Work motivation and satisfaction. In: Furnham, A. (2001): The Psychology of Behaviour at Work. The individual in organization. Psychology Press Taylor and Francis Group 245-319.
- Vocational choice, organizational selection and socialization. In: Furnham, A. (2001): The Psychology of Behaviour at Work. The individual in organization. Psychology Press Taylor and Francis Group, 92-141.
- Bussing, A., Bissels, T., Fuchs, V., Ferrari, K-M. (1999): A Dynamic Model of Work Satisfaction: Qualitative Approaches. Human Relations. Vol. 52. No. 8. 999-1028.

- Wright, T. A., Bonett, D. G. (2007): Job Satisfaction and Psychological Well-being as Nonadditive Predictors of Workplace Turnover. *Journal of Management*, Vol. 33. No.2. 141-160.
- Peiperl, M., Jones, B. (2001): Workaholics and Overworkers: Productivity or Pathology? *Group Organization Management*, Vol.26, No. 3. 369 - 393.
- Juhász Ágnes: Munkahelyi stressz, BME, Egyetemi online jegyzet
- Julian Barling, E. Kevin Kelloway, Michael Robert Frone (2005): *Handbook of Work Stress*, Sage Publications. (elérhető: http://books.google.com/books?id=YLul7yN4g84C&printsec=frontcover&source=gbs_slider_thumb#v=onepage&q&f=false)

II. SUBJECT REQUIREMENTS

TESTING AND ASSESSMENT OF LEARNING PERFORMANCE

General Rules

A 2.2. pontban megfogalmazott tanulási eredmények értékelése írásbeli vizsgán történik a vizsgaidőszakban.

Performance assessment methods

Performance assessment during the examination period. Written examination in all four subjects.

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

Percentage of exam elements within the rating

- written exam - organisational and management models: 25%
- written exam - socialisation at work: 25%
- written test - psychological aptitude and selection: 25%
- written exam - stress at work: 25%
- sum: 100%

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

8

232

240

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 e témaelemeket ütemezzük a naptári és egyéb adottságok szerint.

- 1 Pszichológiai alkalmasság és kiválasztás: A toborzás és a kiválasztási folyamat megtervezése; A kiválasztás eszközei, az eszközök érvényesség; A kiválasztás hatása az egyénekre
- 2 Szervezeti és vezetési elméletek, modellek: Szervezeti kultúra modellek; Vezetési filozófiák
- 3 Vezetési elméletek
- 4 Munkahelyi szocializáció, beilleszkedés: A munkaköri, munkahelyi, munkaszervezeti szocializáció értelmezése és fogalmi tisztázása.; A munkahelyi beilleszkedés kérdései.; A munkahelyi szocializációt befolyásoló tényezők, szervezeti hatások
- 5 Munkahelyi stressz: A munkahelyi stressz fogalma és jellemzői.; A munkastressz lehetséges okai, kiváltó tényezői, osztályozása.; A stresszre adott válaszreakciók, stressz-tünetek.; A munkastressz szervezeti tényezői.

Additional lecturers

Dr. Juhász Márta egyetemi docens juhasz.marta@gtk.bme.hu

Dr. Kun Ágota adjunktus kun.agota@gtk.bme.hu

Approval and validity of subject requirements