

Study Programme: Psychology
Course Unit Title: Introduction to Industrial/Organizational Psychology
Course Unit Code: 21PS065
Name of Lecturer(s): Dr. Jelena Matanović (Associate professor), Dr. Dragana Jelić (Associate professor), MA Jelena Karapandžić (Teaching assistant), MA Marija Volarov (Teaching assistant)
Type and Level of Studies: Bachelor studies
Course Status (compulsory/elective): compulsory
Semester (winter/summer): summer
Language of instruction: English
Mode of course unit delivery (face-to-face/distance learning): face-to-face (consultation sessions) and distance learning
Number of ECTS Allocated: 6
Prerequisites: None.
Course Aims: To provide students with a clear and concise foundation in industrial/organizational psychology, enabling them to make informed choices about advanced courses within the I/O psychology module that examine the practical application of psychology across various domains of work.
Learning Outcomes: Students will become familiar with the application of psychological knowledge related to organizational behavior factors, work-related pathologies, and phenomena such as fatigue, unemployment, and human-machine systems.
<p>Syllabus:</p> <p>Theory</p> <ul style="list-style-type: none"> • Work Performance: Concept of work performance, psychological factors, and performance criteria; methods and purposes of evaluating work performance. • Career Orientation and Selection: Classification of career choice theories; methods and techniques for assessing job candidates' work characteristics; standard and dynamic models of professional selection; validation of selection procedures. • Professional Training: Professional education, training, and development; assessment of training needs; training methods and design; evaluation of training effectiveness; training and behavioral change in employees. • Work Motivation and Job Satisfaction: Concept of human motivation; intrinsic and extrinsic motivation; theories of work motivation; mechanisms for motivating employees within organizations; predictors of job satisfaction and organizational commitment. • Working Conditions and Work-Related Pathologies: Symptoms of work fatigue; fatigue theories; absenteeism; workplace accidents and incidents; stress; role conflict; occupational burnout. • Some Issues in Engineering Psychology: Concept of human-machine systems; automated systems; efficiency indicators of human-machine systems; operator attention; signal-command compatibility. • Unemployment: Effects of job loss; psychological and other resources necessary for reemployment. <p>Practical Classes</p> <ul style="list-style-type: none"> • Exercises and group research projects on career choice, employee motivation, and job satisfaction.

Required Reading:

Selected chapters from the following sources:

1. Landy, F. J., & Conte, J. M. (2013). *Work in the 21st century: An introduction to industrial and organizational psychology*. John Wiley & Sons Inc.
2. Spector, P. E. (1996; 2006). *Industrial and organizational psychology*. John Wiley & Sons Inc.
3. Petz, B. (1987). *Psihologija rada*. Školska knjiga.
4. Guzina, M. (1980). *Kadrovska psihologija*. Naučna knjiga.
5. Štajnberger, I. (1980). *Čovek u automatizovanom sistemu – inženjerska psihologija*. Nolit.
6. Warr, P. (1987). *Psychology at Work*. Penguin Books.

Weekly Contact Hours: 3h

Lectures: 1.5h

Practical work: 1.5h

Teaching Methods:

Interactive lectures, audiovisual presentations, and collaborative group activities.

Knowledge Assessment (maximum of 100 points):

Pre-exam obligations	points	Final exam	points
Active class participation		written exam	60
Practical work	40	oral exam	
Preliminary exam(s)		
Seminar(s)			

The methods of knowledge assessment may differ; the table presents only some of the options: written exam, oral exam, project presentation, seminars, etc.