

## Course Syllabi

### 1. CSCO-00121 INDUSTRIAL PSYCHOLOGY

#### 2. 96 credits hours.

#### 3. Bibliography

- Administración de Recursos Humanos, Chiavenato Idalberto., 2000
- Psicología para principiantes, Bur, Ricardo. Lucas Nine., 2003
- Liderazgo y Motivación de equipos de trabajo. , Palomo Vadillo, María Terasa, 2013

#### 4. Specific Course Information

a. The learning and knowledge of the matter will allow, to understand the activity of man in the field of work and production, creating theoretical structures that allow him to work with groups of people that are under his supervision or direct action on a management activity, building strategies of communication, motivation, teamwork, as well as tools of direction, leadership and strategies of intervention on the groups. The interest on the human being as an entity in order to achieve their objectives and those proposed by the groups and organizations to which they offer their contingent. This will allow the industrial engineer to contribute in the field of production and their high performance of the staff within the organizations of both production and services. Their potential to be knowledgeable of the psychology oriented to the work allows it to generate training for staff, organize strategies to improve human development as in the growth of the organization. Its contribution is guided by principles of equity, and the good living of the staff working within the organizations and in the construction of a humanized organization, but of high productivity and quality in its services. This subject contributes to the profile of the career in professional training: RAbet1, RAbet3, RAbet4, RAbet5.

b. Prerequisites:

- EDCA-00224 ACCOUNTING

#### 5. Learning Objectives of the Course

a. Understand the foundation of Industrial Psychology, its origins, evolution of strategies and the applicability in the field of Industrial Engineer in the management of human groups in its efficient and effective communication, in order to achieve greater productivity and human development in its potentialities of balance and ethical competencies and a joint work responsibility.

- establishes analysis of concepts and fundamental components of industrial psychology and its application in the orgs

- Identify the application of industrial psychology in professionalization of the Industrial Engineer to establish organizational communication processes, motivational systems in the workplace, and leadership development in its field of action.

- Develop effective tools for the development and growth of the Industrial Engineer such as: teamwork, work climate studies, organizational development al.

b. Learning Outcomes

- Domain: cognitivelevel: understandingestablishes communication processes within the organization as well as a motivational system and leadership that allows an optimal training of the industrial engineer who is in relation to interaction with human groups.

- Domain: cognitivolevel: applicationdevelops and executes the systems of implementation and study of work climate, organizational development.

- Domain: cognitive level: understanding identifies and establishes solutions to solve problems with critical thinking through the management of teamwork strategies, conflict resolution.
- Mastery: psychomotor level: synthesis participate in training processes inherent in the techniques industrial psychology
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## **6. Course Topics**

- History of psychology and psychological schools
- Leadership
- Reasons
- Communication
- Teamwork
- Conflict management
- Organizational development
- Organisational climate