



Information about the subject

Degree: Bachelor of Science Degree in Psychology

Faculty: Faculty of Psychology

Code: 292044 **Name:** -Cooperative Work in Interdisciplinary Teams

Credits: 6,00 **ECTS Year:** The course is not offered this academic year **Semester:** 1

Module: OPTIONAL

Subject Matter: Psychology of work and human resources **Type:** Elective

Field of knowledge: Ciencias de la salud

Department: -

Type of learning: Classroom-based learning / Online

Languages in which it is taught:

Lecturer/-s:



Module organization

OPTIONAL

Subject Matter	ECTS	Subject	ECTS	Year/semester
Health psychology	84,00	-Clinical Neuropsychology	6,00	4/1
		-Disorders of Eating Behavior	6,00	4/1
		-Health Psychology	6,00	3, 4/1
		-Legal Psychology	6,00	4/1
		-Main Models of Intervention in Psychotherapy	6,00	This elective is not offered in the academic year 24/25
		Mediation and familiar orientation	6,00	3/1
		-New Directions in Psychotherapy	6,00	This elective is not offered in the academic year 24/25
		-Prevention and Treatment of Addictive Behavior	6,00	3/1
		-Psychogerontology	6,00	This elective is not offered in the academic year 24/25
		-Psychology of the Chronic Disease and of Rehabilitation	6,00	This elective is not offered in the academic year 24/25
-Psychology, Grieving and Palliative Care	6,00	4/1		



Health psychology		-Psychopharmacology	6,00	4/1
		Sleeping disorders	6,00	4/1
		-Therapy Techniques and Behavior Modification	6,00	This elective is not offered in the academic year 24/25
Transversal psychology	42,00	Anthropology of the Person and Health	6,00	This elective is not offered in the academic year 24/25
		Basic Social and Emotional Skills for Professional Practice of Psychology	6,00	This elective is not offered in the academic year 24/25
		History and Philosophy of the Family	6,00	This elective is not offered in the academic year 24/25
		-Psychology of Religion	6,00	This elective is not offered in the academic year 24/25
		Psychology, and Information and Communication Technologies	6,00	This elective is not offered in the academic year 24/25
		-Qualitative Research Methodology	6,00	This elective is not offered in the academic year 24/25
		Scientific English II	6,00	This elective is not offered in the academic year 24/25



Educational psychology	48,00	-Affective Linkages in the Life Cycle	6,00	This elective is not offered in the academic year 24/25
		Development of Cognitive Skills	6,00	4/1
		Education for Interculturality	6,00	This elective is not offered in the academic year 24/25
		Educational Intervention for Students with Special Educational Needs	6,00	This elective is not offered in the academic year 24/25
		-Occupational Guidance	6,00	This elective is not offered in the academic year 24/25
		Preventive Intervention and Early Stimulation	6,00	2/1
		-School Psychology	6,00	3/1
		Strategies and Tools for Effective Learning	6,00	This elective is not offered in the academic year 24/25
		Psychology of work and human resources	42,00	-Cooperative Work in Interdisciplinary Teams
	-Intervention Techniques in Human Resources	6,00		This elective is not offered in the academic year 24/25
	Interview and Psychological Counselling	6,00		This elective is not offered in the academic year 24/25



Psychology of work and human resources		Management of the Work Climate in Organisations	6,00	3/1
		Mediation and Intervention in Family Businesses	6,00	This elective is not offered in the academic year 24/25
		-Negotiation and Conflict Resolution	6,00	4/1
		-Psychology of Communication	6,00	2/1
Community psychology and social intervention	54,00	Family and Aid to Dependency	6,00	2/1
		Intervention and Organisation of Socio-cultural Events	6,00	This elective is not offered in the academic year 24/25
		-Psychology of Conflict and Violence	6,00	2/1
		-Psychology of Criminality	6,00	3/1
		-Psychology of Physical Activity and Sport	6,00	This elective is not offered in the academic year 24/25
		-Psychology of Social Intervention	6,00	This elective is not offered in the academic year 24/25
		-Psychology of the Media	6,00	This elective is not offered in the academic year 24/25
		Psychosocial Intervention in Disasters and Emergencies	6,00	3/1



Community psychology and social intervention		-Social Support Theory and Strategies	6,00	This elective is not offered in the academic year 24/25
Speech therapy psychology	30,00	Acquisition and Development of Language	6,00	This elective is not offered in the academic year 24/25
		Assessment of Language, Speech and Voice	6,00	0/1
		-Language and Hearing Disorders	6,00	This elective is not offered in the academic year 24/25
		Linguistic Analysis of Language Disorders	6,00	This elective is not offered in the academic year 24/25
		-Speech and Voice Disorders	6,00	This elective is not offered in the academic year 24/25

Recommended knowledge

Prior knowledge is not required.

Prerequisites

El alumno deberá cursar un mínimo de 30ECTS de Optatividad entre las asignaturas activadas en el curso académico.



Learning outcomes

At the end of the course, the student must be able to prove that he/she has acquired the following learning outcomes:

- R1 Conocer los conceptos, teorías y modelos principales de la Psicología en el ámbito del trabajo, organizaciones y recursos humanos.
- R2 Ser capaz de diseñar planes de intervención psicológicos adecuados en los diferentes contextos del ámbito de la Psicología del trabajo, organizaciones y recursos humanos.
- R3 Conocer y adquirir las destrezas necesarias para un manejo adecuado de la relación terapéutica.



Competencies

Depending on the learning outcomes, the competencies to which the subject contributes are (please score from 1 to 4, being 4 the highest score):

GENERAL		Weighting			
		1	2	3	4
CG1	The ability to work in interdisciplinary teams.				X
CG2	The ability to develop and constantly update one's competencies, skills and knowledge according to the profession's standards.				X
CG3	Showing interest in the quality of one's performance and being able to develop systems to ensure one's service quality.				X
CG4	Being able to evaluate one's personal performance and knowing one's competencies and limitations.				X

SPECIFIC		Weighting			
		1	2	3	4
CE3	Planning and carrying out interviews.			X	
CE4	Analyzing and measuring variables (personality, intelligence and other aptitudes) and cognitive, emotional, psychobiological and behavioral processes.			X	
CE5	Identifying differences, problems and needs.		X		
CE19	Putting into practice direct intervention strategies and methods in contexts: building healthy environment...			X	
CE21	Planning programmes and intervention assessment.			X	
CE23	Analyzing and collecting important data for intervention assessments.				X
CE25	To be able to measure and to collect relevant data for the evaluation of the interventions				X
CE26	Writing oral and written reports.			X	



CE27	Knowing and adapting to the psychology code of ethics.	X		
CE37	To know the different specialities of application of Psychology and to have the knowledge necessary to promote quality of life in individuals, groups, communities and organisations in different contexts.	X		

TRANSVERSAL		Weighting			
		1	2	3	4
CT1	Capacity to analyze and synthesize.		X		
CT2	Capacity to organize and plan.			X	
CT3	Mastering Spanish oral and written communication.			X	
CT6	Capacity to manage information (capacity to look for and analyze information coming from different types of sources)			X	
CT7	Problem solving.		X		
CT8	Decision making.			X	
CT9	Capacity to work in team.				X
CT10	Capacity to work in interdisciplinary teams.		X		
CT12	Interpersonal skills.			X	
CT13	Understanding multicultural and diverse environment.				X
CT14	Critical capacity.		X		
CT15	Ethics.			X	
CT16	Capacity to develop and update competences, skills and knowledge following professional standards.		X		
CT17	Capacity to adapt to new situations.			X	



CT18	Capacity to produce new ideas (creativity).				X
CT20	Knowing foreign cultures.			X	
CT21	Taking initiatives and enterprising spirit.	X			
CT24	Taking responsibility			X	
CT25	Self-criticism ability: being able to critically assess one's performance.	X			
CT26	Assessing our behavior and knowing our competences and limits.			X	
CT27	Capacity to express feelings.			X	
CT28	Capacity to overcome possible frustrations.	X			
CT29	Interpreting other's intentions.			X	
CT30	Social commitment.			X	
CT31	Sensitivity to problems facing mankind.	X			
CT32	Sensitivity to personal, environmental and institutional injustices.	X			
CT34	Professional relationships: being able to build and maintain relationships with other professionals and important organizations				X
CT36	Being able to collect information using different kinds of sources.			X	
CT37	Being able to collect information from other people.				X



Assessment system for the acquisition of competencies and grading system

In-class teaching

Assessed learning outcomes	Granted percentage	Assessment method
R1, R2, R3	60,00%	Oral and/or written tests employed in initial, training and/or summative student assessment.
R1, R2, R3	20,00%	Presentation of practical activities.
R1, R2, R3	20,00%	Group assignments.

Observations

Evaluation criteria

In order to pass the course the student must pass the different evaluation systems separately (attendance and active participation, practicals and exam).

Attendance criteria

In order to pass the course, it is mandatory to attend 80% of the classroom sessions.

Criteria for the awarding of Honors Grades

Evidence of excellence in all competencies and learning outcomes.

Online teaching

Assessed learning outcomes	Granted percentage	Assessment method
R1, R2, R3	70,00%	Final evaluation consisting of essay questions and hypothetical scenarios.
R1, R2, R3	5,00%	Submitted tasks
R1, R2, R3	25,00%	Attendance and participation in synchronic communication activities.

Observations

Evaluation criteria

In order to pass the course the student must pass the different evaluation systems separately (attendance and active participation, practicals and exam).

Attendance criteria

In order to pass the course, it is mandatory to attend 80% of the classroom sessions.

Criteria for the awarding of Honors Grades



Evidence of excellence in all competencies and learning outcomes.

In accordance with the regulations governing the assessment and grading of subjects in force at UCV, the distinction of "Matrícula de Honor" (Honours with Distinction) may be awarded to students who have achieved a grade of 9.0 or higher. The number of "Matrículas de Honor" (Honours with Distinction) may not exceed five percent of the students enrolled in the group for the corresponding academic year, unless the number of enrolled students is fewer than 20, in which case a single "Matrícula de Honor" (Honours with Distinction) may be awarded.

Exceptionally, these distinctions may be assigned globally across different groups of the same subject. Nevertheless, the total number of distinctions awarded will be the same as if they were assigned by group, but they may be distributed among all students based on a common criterion, regardless of the group to which they belong. The criteria for awarding "Matrícula de Honor" (Honours with Distinction) will be determined according to the guidelines stipulated by the professor responsible for the course, as detailed in the "Observations" section of the evaluation system in the course guide.

Learning activities

The following methodologies will be used so that the students can achieve the learning outcomes of the subject:

- M1 Teacher presentation of contents, competency analysis, explanation and demonstration of capacities, abilities and knowledge in the classroom (presential modality).
- M2 Teacher-supervised groupwork sessions: case studies, diagnostic tests, problems, fieldwork, IT room, visits, data searches, libraries, web, Internet, etc. Building knowledge significantly through interaction and student activities (presential modality).
- M3 Supervised monographic sessions with shared participation.
- M4 Application of interdisciplinary knowledge.
- M6 Personalized attention in small groups. Training and/or orientation period by a teacher aimed at revising and discussing the materials and topics presented in the lessons, seminars, lectures, assignments, etc.
- M7 Set of oral and/or written tests employed in initial, training or summative assessment of the student.
- M8 Group preparation of readings, essays, problem resolution, seminars, assignments, reports, etc. to be presented or handed in during theory lessons, practical lessons and/or tutoring sessions in small groups. Tasks done on the platform or other virtual spaces.



- M9 Students' independent study: individual preparation of readings, essays, problem resolution, seminars, assignments, reports, etc. to be presented or handed in during theory lessons, practical lessons and /or small-group tutoring sessions. Tasks on the platform or other virtual spaces.
- M11 Teacher presentation of contents, competencies analysis, explanation and demonstration of capacities, abilities and knowledge on the virtual classroom.
- M12 Group work sessions via chat moderated by the teacher. Case studies –both real and fictional– aimed at building knowledge through interaction and students' activities. Critical analysis of values and social commitment.
- M13 Monographic sessions throughout the course, focused on current aspects and applications of the subject.
- M14 Set of oral and/or written tests employed in initial, training or summative assessment of the student.
- M15 Student's individual study: individual preparation of readings, essays, problem resolution, seminars, assignments, reports, etc. to be discussed or turned in in electronic format.
- M16 Individualized attention for the monitoring and orientation in the learning process, performed by a tutor in order to revise and discuss the materials and topics, seminars, readings and assignments, etc.
- M17 Group preparation of readings, essays, problem resolution, seminars, assignments, reports, etc. to be discussed or handed in.
- M18 Participation and contributions to discussion forums related to the subject and moderated by the module's teacher.
- M19 Problem resolution, comments, reports to be handed in according to the deadlines throughout the course.



IN-CLASS LEARNING

IN-CLASS LEARNING ACTIVITIES

	LEARNING OUTCOMES	HOURS	ECTS
ON-CAMPUS CLASS Teacher presentation of contents, analysis of competences, explanation and in-class display of skills, abilities and knowledge. M1, M2, M3, M4, M6, M7, M8, M9	R1, R2, R3	35,00	1,40
PRACTICAL CLASSES Group work sessions supervised by the professor. Case studies, diagnostic tests, problems, field work, computer room, visits, data search, libraries, on-line, Internet, etc. Meaningful construction of knowledge through interaction and student activity. M1, M2, M3, M4, M6, M7, M8, M9	R1, R2, R3	20,00	0,80
GROUP WORK EXHIBITION Application of multidisciplinary knowledge. M1, M2, M3, M4, M6, M7, M8, M9	R1, R2, R3	5,00	0,20
TOTAL		60,00	2,40



LEARNING ACTIVITIES OF AUTONOMOUS WORK

	LEARNING OUTCOMES	HOURS	ECTS
GROUP WORK Group preparation of readings, essays, problem solving, seminars, papers, reports, etc. to be presented or submitted in theoretical lectures, practical and/or small-group tutoring sessions. Work done on the university e-learning platform M1, M2, M3, M4, M6, M7, M8, M9	R1, R2, R3	70,00	2,80
INDEPENDENT WORK Student study: Individual preparation of readings, essays, problem solving, seminars, papers, reports, etc. to be presented or submitted in theoretical lectures, practical and/or small-group tutoring sessions. Work done on the university e-learning platform. M1, M2, M3, M4, M6, M7, M8, M9	R1, R2, R3	20,00	0,80
TOTAL		90,00	3,60

ON-LINE LEARNING

SYNCHRONOUS LEARNING ACTIVITIES

	LEARNING OUTCOMES	HOURS	ECTS
Virtual session (distance learning) M11, M12, M13, M14, M15, M16, M17, M18, M19	R1, R2, R3	35,00	1,40
Virtual practical session (distance learning) M11, M12, M13, M14, M15, M16, M17, M18, M19	R1, R2, R3	25,00	1,00
TOTAL		60,00	2,40



ASYNCHRONOUS LEARNING ACTIVITIES

	LEARNING OUTCOMES	HOURS	ECTS
Individual work activities (distance learning) M11, M12, M13, M14, M15, M16, M17, M18, M19	R1, R2, R3	20,00	0,80
Teamwork (distance learning) M11, M12, M13, M14, M15, M16, M17, M18, M19	R1, R2, R3	70,00	2,80
TOTAL		90,00	3,60



Description of the contents

Description of the necessary contents to acquire the learning outcomes.

Theoretical contents:

Content block

Contents





UNITS

UNIT 1. Interview and psychological counseling Introduction to the interview; Formal aspects of the interview; Communication and interview; Therapeutic interview; Counselling; Structured/unstructured interview in children and adolescents; Selection interview; Interview in the world of sales.

UNIT 2. Management of work climate in organizations Theoretical framework of work climate: conceptualization and typology; Process of identification of differential elements of work climate; Risk factors in the work climate; Factors that enhance a good work climate; Areas of application and tools for the management of work climate.

UNIT 3. Mediation and intervention in family businesswomen. Introduction to the area of study of the family business; The psychosocial profile of the leader/founder; Transitions and the succession process; Obstacles to the succession process; Resistance factors; Intergenerational relationships; Intragenerational dynamics; Power and its organization in the family business; Nepotism; Gender differences in the family business; Conflict in the family business; Evaluation of the main demands of the family and the business; Intervention strategies.

UNIT 4. Psychology of Communication: Introduction to the concept of communication: ecological perspective; Elements and theoretical models of communication; Communication as a functional mechanism: typology and functions; Communication, values and social commitment; Communication and social skills in different interpersonal areas; Communication and research and intervention strategies.

UNIT 5. Intervention techniques in Human Resources: Scenario analysis; Strategic approach to negotiation; Management by directives, objectives and values; Management of evaluation by performance, objectives and competencies; Analysis, diagnosis, intervention and evaluation to develop work teams.

UNIT 6. Cooperative work in interdisciplinary teams Working in a team does not only mean working together. A team is a group of communicating people, with different backgrounds, skills and abilities, working together to achieve clearly identified objectives. Consequently, the requirements of teamwork are: Communication, participation and learning



for effectiveness. Among other things, this implies empathy and assertiveness. Management of interdisciplinary team dynamization techniques: knowledge techniques, conflict resolution, cooperation, evaluation and analysis of common goals. Team behavior: the meeting.

Temporary organization of learning:

Block of content	Number of sessions	Hours
UNITS	30,00	60,00

References

- Sánchez Pérez, J. (2006). Teamwork fundamentals for work teams. Madrid: McGraw-Hill.
- Katzenbach, J. R. (2000). Teamwork: Advantages and difficulties. Barcelona: Granica.
- Martínez, M. and Salvador, M. (2005). Learn to work together. Barcelona: Paidós.
- Campos, M^a I. (2007). Relationships. Teamwork. Training. Madrid: CEP
- William, U. (1993): From negotiation to agreement. Keys to overcome any negotiation. Barcelona: Parramón.
- Brandon, D. P., & Hollingshead, A. B. (2004). Transactive memory systems in organizations: Matching tasks, expertise, and people. *Organization science*, 15 (6), 633-644.
- Scott, C. W., Shanock, L. R., & Rogelberg, S. G. (2012). Meetings at work: Advancing the theory and practice of meetings. *Small Group Research*, 43 (2), 127-129.
- Newman, A., Donohue, R., & Eva, N. (2017). Psychological safety: A systematic review of the literature. *Human Resource Management Review*, 27 (3), 521-535.



Addendum to the Course Guide of the Subject

Due to the exceptional situation caused by the health crisis of the COVID-19 and taking into account the security measures related to the development of the educational activity in the Higher Education Institution teaching area, the following changes have been made in the guide of the subject to ensure that Students achieve their learning outcomes of the Subject.

Situation 1: Teaching without limited capacity (when the number of enrolled students is lower than the allowed capacity in classroom, according to the security measures taken).

In this case, no changes are made in the guide of the subject.

Situation 2: Teaching with limited capacity (when the number of enrolled students is higher than the allowed capacity in classroom, according to the security measures taken).

In this case, the following changes are made:

1. Educational Activities of Onsite Work:

All the foreseen activities to be developed in the classroom as indicated in this field of the guide of the subject will be made through a simultaneous teaching method combining onsite teaching in the classroom and synchronous online teaching. Students will be able to attend classes onsite or to attend them online through the telematic tools provided by the university (videoconferences). In any case, students who attend classes onsite and who attend them by videoconference will rotate periodically.

In the particular case of this subject, these videoconferences will be made through:

Microsoft Teams

Kaltura



Situation 3: Confinement due to a new State of Alarm.

In this case, the following changes are made:

1. Educational Activities of Onsite Work:

All the foreseen activities to be developed in the classroom as indicated in this field of the guide of the subject, as well as the group and personalized tutoring, will be done with the telematic tools provided by the University, through:

Microsoft Teams

Kaltura

Explanation about the practical sessions:



2. System for Assessing the Acquisition of the competences and Assessment System

ONSITE WORK

Regarding the Assessment Tools:

The Assessment Tools will not be modified. If onsite assessment is not possible, it will be done online through the UCVnet Campus.

The following changes will be made to adapt the subject's assessment to the online teaching.

Course guide		Adaptation	
Assessment tool	Allocated percentage	Description of the suggested changes	Platform to be used

The other Assessment Tools will not be modified with regards to what is indicated in the Course Guide.

Comments to the Assessment System:



ONLINE WORK

Regarding the Assessment Tools:

The Assessment Tools will not be modified. If onsite assessment is not possible, it will be done online through the UCVnet Campus.

The following changes will be made to adapt the subject's assessment to the online teaching.

Course guide		Adaptation	
Assessment tool	Allocated percentage	Description of the suggested changes	Platform to be used

The other Assessment Tools will not be modified with regards to what is indicated in the Course Guide.

Comments to the Assessment System: