






Universitas Gadjah Mada
 Faculty of Psychology
 International Undergraduate Program

COURSE OUTLINE

Course Code	Course Name	Semester	Course Status	Course Prerequisite				
PSI201410	Organizational Psychology	3	Mandatory					
Credits (SKS)	Components*		Percentage	Credit weight (SKS)	Credit conversion to hours (14 meetings) **			
	Lecture/Tutorial		40	0,80	9,3			
	Working Group/Presentation		10	0,20	2,3			
	Role Play/Simulation		50	1,00	11,7			
	Total		100	2	23,3			
*Does not include structured and individual assignment **[(Credit weight x 50 minute) x 14 meetings]/60								
General learning outcomes of the course (CPL)	Attitude & Values (SN)							
	SN5	Appreciate the diversity of cultures, views, religions, and beliefs, as well as the opinions or original findings of others						
	SN8	Internalizing academic values, norms, and ethics						
	SN11	Demonstrate behavior based on noble moral values, respect differences, and be empathetic						
	Knowledge Mastery (PP)							
	PP1	Master fundamental research methodology in Psychology (concept, proper method);						
	PP2	Mastering basic psychology research methods (concepts, appropriate methods)						
	General Skills (KU)							
	KU3	Able to provide alternative information for solving psychological problems to maintain mental health conditions (problem solving, mental health);						
	KU5	Able to use information technology (applications and other skills)						
Course Specific Skills (KK)								
KK3	Able to provide alternative information on solving psychological problems to maintain mental health conditions (problem solving, mental health)							
Specific learning outcomes of the course (CPMK)	CPMK1	Students are able to define organizational behavior and interpersonal skills needed in the workplace						
	CPMK2	Students are able to explain individual, group, and organizational factors in influencing work						
	CPMK3	Students are able to analyze the work environment that is able to motivate employees to perform well						
	CPMK4	Students are able to distinguish various types of groups and describe group cohesiveness that supports performance						
	CPMK5	Students are able to describe how leaders, influence, and communication factors greatly affect organizational effectiveness						
Mapping of CPL and CPMK		CPMK 1	CPMK 2	CPMK 3	CPMK 4	CPMK 5	CPMK6	CPMK7
	SN5	X	X		X	X	X	X
	SN8				X	X		
	SN11				X	X		
	PP1	X	X	X	X	X	X	X
			X	X				X
	KU3			X		X		
	KU5	X	X				X	X
KK3			X		X			

Course Description	Organizational Psychology is part of the discipline of Industrial and Organizational Psychology (PIO) which pays attention to the problem of how organizations are managed to achieve the expected effectiveness. Industrial and Organizational Psychology is a field with a strong scientific base and an applied orientation. The Organizational Psychology approach focuses on creating an organization with a structure and culture that will motivate employees to perform well, provide them with the information they need to do their jobs, provide safe working conditions, produce satisfying work, and a pleasant environment. This course has two central themes: (1) how to think systematically and strategically about understanding aspects to improve organizational effectiveness, and (2) what needs to be done to achieve organizational competitive advantage through people.						
Learning Materials	<ol style="list-style-type: none"> 1. Introduction to Organizational Psychology & Diversity 2. Attitudes and Emotions 3. Personality and Decision Making 4. Motivation Theory 5. Application of Motivation Theory 6. Group Dynamics and Behavior 7. Work Team Effectiveness 8. Communication 9. Leadership and the Influencing Process 10. Power and Politics 11. Conflict and Negotiation 12. Organizational Structure 13. Organizational Culture 14. Managing Organizational Change and Stress 						
Assessment Method and its relation to CPMK	Grading Element	Percentage	CPMK 1	CPMK 2	CPMK 3	CPMK 4	CPMK 5
	Individual assignment	20	X	X	X	X	X
	Quiz	10	X	X	X	X	X
	Mid Term Exam	20	X	X	X	X	X
	Final Term Exam	20	X	X	X	X	X
	Group Discussion	20	X	X	X	X	X
Activeness	10	X	X	X	X	X	
References	<ol style="list-style-type: none"> 1. Jex, S.M. (2014). Organizational Psychology: A Scientist-Practitioner Approach. New York: John Wiley & Sons. (J) 2. Kreitner, A. & Fugate, M. (2018). Organizational Behavior: A Practical, Problem-Solving Approach. McGraw - Hill, Education (KF) 3. Robbins, S.P., & Judge, T.A. (2019). Organizational Behavior (18th Ed.). New York: Pearson Education, Inc (RJ) 4. HBR cases 						
Lecturer (<i>Team Teaching</i>)	Indrayanti, M.Si., Ph.D., Psikolog						
Integration of Research/PkM in Learning	Research Title/PkM		Name of Lecturer		Form of Integration		
	Peran Resiliensi Karier sebagai Mediator antara Perceived Supervisor Support dan Employability Generasi Milenial		Indrayanti		Bukti empiris materi kuliah https://jurnal.ugm.ac.id/gamajop/article/view/54652		
	The Work Stress of Millennial Employees Reviewed from the Viewpoint of Organizational Climate with Team-Member Exchange as a Moderator		Indrayanti		Bukti empiris materi kuliah https://journal.ubaya.ac.id/index.php/jpa/article/view/3053/3428		
	Work stress in aircraft maintenance technicians: The role of work- life balance		Indrayanti		Bukti empiris materi kuliah http://journal.uad.ac.id/index.php/HUMANITAS/article/view/17371/pdf_48		

Authorization	Date of Compilation	Course Coordinator	Head of International Undergraduate Program	Head of study program
	7 February 2022	 Indrayanti, S.Psi., M.Si., Ph.D., Psikolog	 Elga Andriana, S.Psi., M.Ed., Ph.D	 Indrayanti, S.Psi., M.Si., Ph.D., Psikolog

Meeting	Sub-CPMK	Assessment Method	Learning Material	Learning Method	Time Allocation for Learning	Media	References and External sources
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Students are able to define organizational behavior and interpersonal skills needed in the workplace (CPMK ₁)	Discussion rubric	Introduction to Organizational Psychology & Diversity	Study contract, Lectures & Q&A, Assignment	10 minutes 80 minutes 10 minutes	LMS Elok UGM Slide ppt	J Ch.1 RJ Ch.1,2
2	Students are able to explain the factors of attitude, emotion, and job satisfaction in influencing work (CPMK ₂)	Discussion rubric Quiz Assignment rubric Peer Rating	Attitudes and Emotions	Group discussion, Quiz, Lectures & Q&A	50 minutes 10 minutes 40 minutes	LMS Elok UGM Slide ppt	RJ Ch. 3, 6 KF Ch. 2
3	Students are able to explain personality factors, values, perceptions, and decision making in influencing work (CPMK ₂)	Discussion rubric Quiz Assignment rubric Peer Rating	Personality and Decision Making	Group discussion, Quiz, Lectures & Q&A	50 minutes 10 minutes 40 minutes	LMS Elok UGM Slide ppt	RJ Ch. 4,5
4	Students are able to explain various motivational theories to explain the motivation of individual behavior in the workplace (CPMK ₃)	Discussion rubric Quiz Assignment rubric Peer Rating	Motivation Theory	Group discussion, Quiz, Lectures & Q&A	50 minutes 10 minutes 40 minutes	LMS Elok UGM Slide ppt	RJ Ch.7 KF Ch.5
5	Students are able to analyze the work environment that is able	Discussion rubric Quiz	Application of Motivation Theory	Group discussion, Quiz, Lectures & Q&A	50 minutes 10 minutes	LMS Elok UGM Slide ppt	RJ Ch.8

Meeting	Sub-CPMK	Assessment Method	Learning Material	Learning Method	Time Allocation for Learning	Media	References and External sources
	to motivate employees to perform well (CPMK ₁ , CPMK ₃)	Assignment rubric Peer Rating			40 minutes		
6	Students are able to explain individual behavior in groups and describe effective group dynamics in supporting performance (CPMK ₂ , CPMK ₄)	Discussion rubric Quiz Assignment rubric Peer Rating	Group Dynamics and Behavior	Group discussion, Quiz, Lectures & Q&A	50 minutes 10 minutes 40 minutes	LMS Elok UGM Slide ppt	RJ Ch.9 KF Ch.8
7	Students are able to distinguish various types of groups and describe group cohesiveness that supports performance (CPMK ₂ , CPMK ₄)	Discussion rubric Quiz Assignment rubric Peer Rating	Work Team Effectiveness	Group discussion, Quiz, Lectures & Q&A	50 minutes 10 minutes 40 minutes	LMS Elok UGM Slide ppt	RJ Ch.10
Midterm Examination							
8	Students are able to explain communication processes in organizations that can affect organizational effectiveness (CPMK ₂ , CPMK ₅)	Discussion rubric Quiz Assignment rubric Peer Rating	Communication	Group discussion, Quiz, Lectures & Q&A	50 minutes 10 minutes 40 minutes	LMS Elok UGM Slide ppt	RJ Ch. 12
9	Students are able to describe how leaders greatly affect organizational effectiveness (CPMK ₅)	Discussion rubric Quiz Assignment rubric	Leadership and the Influencing Process	Group discussion, Quiz, Lectures & Q&A	50 minutes 10 minutes 40 minutes	LMS Elok UGM Slide ppt	RJ Ch. 13

Meeting	Sub-CPMK	Assessment Method	Learning Material	Learning Method	Time Allocation for Learning	Media	References and External sources
		Peer Rating					
10	Students are able to describe how power and politics greatly affect organizational effectiveness (CPMK ₅)	Discussion rubric Quiz Assignment rubric Peer Rating	Power and Politics	Group discussion, Quiz, Lectures & Q&A	50 minutes 10 minutes 40 minutes	LMS Elok UGM Slide ppt	RJ Ch. 11 KF Ch. 12
11	Students are able to explain conflict can be functional and explain appropriate negotiation techniques to overcome a problem in the organization (CPMK ₅)	Discussion rubric Quiz Assignment rubric Peer Rating	Conflict and Negotiation	Group discussion, Quiz, Lectures & Q&A	50 minutes 10 minutes 40 minutes	LMS Elok UGM Slide ppt	RJ Ch. 18
12	Students are able to identify the need for an organizational structure that is able to motivate employees to perform well (CPMK ₃)	Discussion rubric Quiz Assignment rubric Peer Rating	Organizational Structure	Group discussion, Quiz, Lectures & Q&A	50 minutes 10 minutes 40 minutes	LMS Elok UGM Slide ppt	RJ Ch. 14
13	Students are able to examine organizational culture that is able to motivate employees to perform well (CPMK ₃)	Discussion rubric Quiz Assignment rubric Peer Rating	Organizational Culture	Group discussion, Quiz, Lectures & Q&A	50 minutes 10 minutes 40 minutes	LMS Elok UGM Slide ppt	RJ Ch. 15 J Ch.14
14	Students are able to identify the factors of change in the	Discussion rubric Quiz	Managing Organizational Change and Stress	Group discussion, Quiz, Lectures & Q&A	50 minutes 10 minutes	LMS Elok UGM Slide ppt	RJ Ch. 17 J Ch. 15

Meeting	Sub-CPMK	Assessment Method	Learning Material	Learning Method	Time Allocation for Learning	Media	References and External sources
	organization, how to deal with them, and manage them so as not to create pressure on employees (CPMK ₁ , CPMK ₂ , CPMK ₃)	Assignment rubric Peer Rating			40 minutes		
Final Examination							