



## Course guide

# 240806 - 240806 - Workplace Psychosociology I

**Last modified:** 13/02/2026

**Unit in charge:** Barcelona School of Building Construction  
**Teaching unit:** 1004 - UB - (ENG)Universitat de Barcelona.

**Degree:** MASTER'S DEGREE IN OCCUPATIONAL HEALTH AND SAFETY (Syllabus 2016). (Compulsory subject).

**Academic year:** 2025    **ECTS Credits:** 3.0    **Languages:** Spanish

### LECTURER

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**Coordinating lecturer:** Ines Dalmau Pons

**Others:**

### DEGREE COMPETENCES TO WHICH THE SUBJECT CONTRIBUTES

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**Specific:**

1. Identify and recognise detection techniques of psychosocial problems and develop intervention plans in front of ill organizations, and recognise the minimum required ergonomic requirements in manual tools.
2. Obtain the capacity to prevent and detect psychosocial problems, adapt the job and coordinate with the medical services to analyse these cases.
3. Be able to analyse the main health problems related to work.
4. Be able to distinguish between labour accidents, professional diseases and diseases related to work.
5. Be able to promote conducts, habits, consumption and health life styles, with the active participation of the workers as main role of the own health. Be able to promote the preventing culture within the company and the creation of health environments.

### TEACHING METHODOLOGY

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In the theoretical sessions the basic concepts of the different topics will be exposed and discussed. The work sessions will be interspersed between the theoretical sessions and will preferably consist of solving and correcting individual and group exercises.

### LEARNING OBJECTIVES OF THE SUBJECT

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That the student reaches the knowledge of the psychosocial factors present in the organizations, which are the evaluation methods, how to identify their incidence in occupational health and finally establish intervention strategies for improvement.

Specifically, the student is able to:

- Analyze the role of Psychosociology applied to the company.
- Identify the psychosocial factors present in the workplace.
- Analyze the structure of organizations and individual differences.
- Know and differentiate the methods of evaluation of psychosocial factors and mental load.
- Define and differentiate the concept of stress. Evaluate its main causes and consequences.
- Know other psychosocial pathologies.
- Identify and plan intervention strategies



## STUDY LOAD

Type	Hours	Percentage
Self study	48,0	64.00
Hours large group	27,0	36.00

**Total learning time:** 75 h

## CONTENTS

### -INTRODUCTION TO PSYCHOSOCIOLOGY

**Description:**

Definitions and basic concepts. Physical, mental and psychological comfort.  
Objectives and applications of Psychosociology. His relationship with other sciences.  
Structure of the organization. Characteristics of the company, the place and individuals.

**Related activities:**

Activity: Fitxa introductòria de l'empresa.

**Full-or-part-time:** 5h

Theory classes: 3h

Self study : 2h

### -CONSEQUENCES OF PSYCHOSOCIAL FACTORS

**Description:**

Concepts of stress. Stressors. Consequences of work stress. Physiological stress response. Individual characteristics.  
Other psychosocial pathologies: Burnout, Mobbing, Job satisfaction / dissatisfaction.

**Related activities:**

Activity 1: Analysis of a case

**Full-or-part-time:** 15h

Theory classes: 10h

Self study : 5h

### -FACTORS OF A PSYCHOSOCIAL NATURE

**Description:**

Definition of psychosocial factors.  
Chronobiology. Macro and micro time: Shifts and schedules, breaks and rest periods.  
Factors related to the task: Communication. Command styles. Teamwork. Participation.  
Mental load and information processing.

**Related activities:**

Activity 2: Examples and comparison of psychosocial factors

**Full-or-part-time:** 15h

Theory classes: 11h

Self study : 4h



### -HUMAN FACTORS

**Description:**

Individual differences: age and gender. Personality. Intelligence.  
Motivation. Job satisfaction / dissatisfaction.

**Related activities:**

Activity 3: Analysis of Individual differences

**Full-or-part-time:** 10h

Theory classes: 10h

### -ASSESSMENT METHODS

**Description:**

Methodological evaluation criteria: Direct and indirect methods. Pre-existing data.  
Assessment process of psychosocial factors and individual differences. Observation. General standardized methods. Subjective evaluation. Questionnaires and surveys.

**Related activities:**

Activity 4: Global exercise. Psychosocial evaluation planning.

**Full-or-part-time:** 15h

Theory classes: 13h

Self study : 2h

### -PSYCHOSOCIAL INTERVENTION

**Description:**

Diagnosis and control. Stress prevention. Psychosocial intervention strategies. Individual intervention. Collective intervention.

**Full-or-part-time:** 10h

Theory classes: 10h

## GRADING SYSTEM

The subject follows a continuous assessment system as follows:

- Resolution of activities: 70% of the grade
- Final evaluation test: 30% of the grade

## EXAMINATION RULES.

Delivery through campus and in paper format in class on the days indicated.

Send the file in Word or PDF format, with the following code:

"surname-name\_act1PSICO.doc" \* the 1st surname, followed by a hyphen and the name (without capital letters or accents), if applicable, the members of the group, separated by commas; underscore act1PSICO (activity 1 of psychosociology); and so on, act2PSICO, act3PSICO, ...



## BIBLIOGRAPHY

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### Basic:

- Nogareda Cuixart, Clotilde. Psicología del trabajo. Barcelona: Instituto Nacional de Seguridad e Higiene en el Trabajo, 1995. ISBN 8474254191.
- Lara, A.. Algunas orientaciones para evaluar los factores de riesgo psicosocial (edición ampliada 2016). Madrid: INSHT. Documentos divulgativos 2015.,
- Garcia-Izquierdo, A (ed) . Ergonomía y psicología aplicada a la prevención de riesgos laborales. . Cátedra Asturias Prevención. , 2017.
- Gil-Monte, Pedro R.. Manual de psicología aplicada el trabajo y a la prevención de los riesgos laborales. Madrid: Pirámide, [2014]. ISBN 9788436831443.
- Llaneda, Javier. Ergonomía y Psicología aplicada. Manual para la formación del especialista. Lex Nova, 2009. ISBN 9788498980431.

### Complementary:

- Pérez Bilbao, Jesús. Mobbing, violencia física y acoso sexual : riesgos derivados de las relaciones interpersonales en el trabajo. Madrid: Instituto Nacional de Seguridad e Higiene en el Trabajo, DL 2001. ISBN 8474255805.

## RESOURCES

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### Other resources:

INSHT WEB Psychosociology Portal

<http://www.insht.es/portal/site/RiesgosPsicosociales/> />

MTES-ITSS Criterio técnico 104/2021, sobre actuaciones de la inspección de trabajo y seguridad social en riesgos psicosociales. Madrid: MTES-ITSS. 2021

WEB of the European Agency for Safety and Health at Work

<https://osha.europa.eu/fop/spain/es/publications> />

WEB of the Department of Enterprise and Employment. Occupational health and safety

[http://empresaocupacio.gencat.cat/ca/creb\\_ambits\\_actuacio/creb\\_seguretat\\_i\\_salut\\_laboral/](http://empresaocupacio.gencat.cat/ca/creb_ambits_actuacio/creb_seguretat_i_salut_laboral/)