

SYLLABUS

1. Course title:

Motivation and work behavior

2. Code:**3. Cycle of study:****4. ECTS credits:****5. Type of course:** Mandatory Elective**6. Prerequisites:**

Passed final exam in the Introduction to work psychology course

7. Class restrictions:

Fourth year students of the Psychology department

8. Duration / semester:**9. Weekly contact hours:**

9.1. Lectures:

9.2. Seminars:

9.3. Laboratory/Practice classes:

10. Faculty:

Faculty of Humanities and Social Sciences

11. Department/study program:

Psychology

12. Lecturer:

prof.dr. Elvis Vardo

13. Lecturer's e-mail:

elvis.vardo@unitz.ba

14. Web site:

www.ff.untz.ba

15. Course aims:

Students will understand the process of work motivation and learn different approaches to motivating personnel in work organizations.

16. Learning outcomes:

Students will be introduced to the most important work motivation theories, learn techniques for work attitudes research, understand how workplace shaping, reward system and managerial practice influence motivation and work behavior.

17. Course content:

Factors that influence work motivation.

Work motivation theories.

Implications of certain theories to strategies of personnel motivating. Work attitudes: work preoccupation, organizational loyalty, job satisfaction

Work values.

Attitudes and job performance. Outcomes of negative attitudes: absenteeism, fluctuations. Motivation and job performance.

Work organization and motivation: traditional approaches, new approaches.

Job characteristics model and job enrichment principles. Stress and job performance. New technologies and workplace forming. Job assessment methods. Creating an encouraging reward system. Leadership: theoretical approaches to leadership understanding. Motivational implications of different leadership styles.

18. Learning methods:

Course content is realized through following:

- Lectures
- Practice classes

In the realization of lectures and practice classes the following teaching methods are used: oral presentation, dialogue method, demonstration and illustration, writing, reading, as well and student practice in solving practical tasks considering course aims.

The following instruction forms will be used: frontal, group, pair and individual assignments.

The following teaching forms will be applied: experience, organizational and self-regulated learning.

19. Assessment methods:

Knowledge assessment will be carried through:

- Practical part of the exam
- Written/oral exam

Practical exam part will be conducted during the semester (by assessing students' praxis). Questions in the written exam part can be in the form of essay and objective tests. Achievement on the written exams is a part of the student's performance assessment. during the semester

Knowledge assessment is carried out in the final, retake and final retake exam in the written and oral form. The final exam can be taken by students who have finished and verified their semester and finished all pre-exam tasks during the semester (practical exam part and other pre-exam activities).

20. Assessment components:

- lectures attendance 5 points
 - practice class attendance 5 points
 - individual class activities 40 (20+20) points
- Maximum amount of points before the final exam 50 points
- final exam 50 points.

Maximum amount of points: 100. The final grade is formed in respect to the following scale:

- 54-62 points grade six (6)
- 63-72 points grade seven (7)
- 73-82 points grade eight (8)
- 83-92 points grade nine (9)
- 93-100 points grade ten (10)

21. Required reading list:

- Borman, W.C.; Ilgen, D.R & Klimoski, R.J. (Eds.). (2003.). Handbook of Psychology. Vol.12 Industrial and Organizational psychology. Hoboken, NJ. John Wiley & Sons, Inc.
- Bahtijarević-Šiber, F. (1999). Management ljudskih potencijala. Zagreb: Golden marketing.
- Petz, B. (1987). Psihologija rada, Zagreb, Školska knjiga

22. Web sources:

www.eawop.com
www.siop.org

23. Applicable starting from the academic year:

2022/2023

24. Adopted in the Faculty/Academy session:

(max. 10 char.)