Postgraduate Certificate
Work Psychology and Human Resources

tech *technological university*

Postgraduate Certificate

Work Psychology and Human Resources

- » Modality: **online**
- » Duration: **6 weeks**
- » Certificate: **TECH Technological University**
- » Dedication: **16h/week**
- » Schedule: **at your own pace**
- » Exams: **online**

Website: **www.techtitute.com/us/psychology/postgraduate-certificate/work-psychology-human-resources**

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01
Introduction

In the work environment, interactions take place that determine the work and personal development of the people who participate in them. The psychologists who intervene in this field, especially in Human Resources, need a very specific training that enables them to achieve efficient and positive results in their work. This course is the best tool in the educational market to achieve this in just a few weeks.

" *This Postgraduate Certificate will broaden your horizons as a psychologist and will allow you to grow personally and professionally"*

This Postgraduate Certificate provides extensive knowledge in advanced models and techniques in Work Psychology and Human Resources. For this, you will have a teaching faculty that stands out for its extensive professional experience in the different fields in which psychology has developed and in different sectors of the population.

Throughout this program, you will learn the current and newest approaches on this topic. You will learn different business models; you will acquire different points of view for organizational application and you will learn about marketing concepts, instruments and approaches.

We will not only take you through the theoretical knowledge we offer, but we will introduce you to another way of studying and learning, one which is simpler, more organic and more efficient. We will work to keep you motivated and to develop your passion for learning, helping you to think and develop critical thinking skills.

A high-level step that will become a process of improvement, not only on a professional level, but also on a personal level.

This **Postgraduate Certificate in Work Psychology and Human Resources** contains the most complete and up-to-date program on the market. The most important features include:

- The development of 100 case studies presented by experts in Work Psychology and Human Resources
- The graphic, schematic, and practical contents provide students with scientific and practical information on the disciplines that are essential for Psychologist
- New developments and innovations in the different areas of psychology
- Practical exercises where the self-assessment process can be carried out to improve learning
- Algorithm-based interactive learning system for decision-making in the situations that are presented to the student
- Special emphasis on cutting-edge methodologies
- Theoretical lessons, questions to the expert, debate forums on controversial topics, and individual reflection assignments
- Content that is accessible from any fixed or portable device with an Internet connection

An educational program created for professionals who aspire for excellence, and that will enable you to acquire new skills and strategies easily and effectively"

"

Access to the deep knowledge of Work Psychology and Human Resources and its multiple implications, in a complete Postgraduate Certificate created to propel you to another professional level"

A high training course, which compiles all the news and updates in this field of work.

This Postgraduate Certificate makes the difference between a professional with a lot of knowledge and a highly skilled professional.

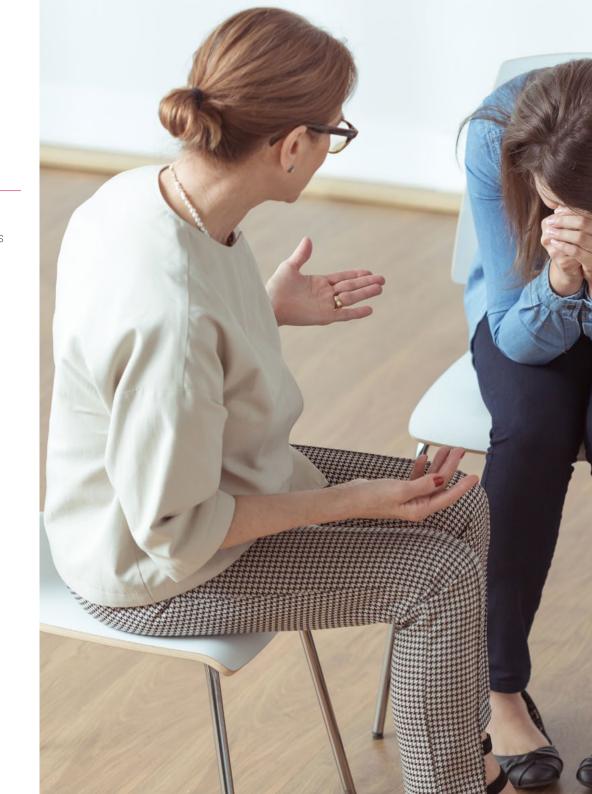It includes a very broad teaching staff made up of experts in psychology, who share their work experience in this program, as well as recognized specialists from leading communities and prestigious universities.

The multimedia content, developed with the latest educational technology, will provide the professional with situated and contextual learning, i.e., a simulated environment that will provide an immersive program designed to learn in real situations.

This program is designed around Problem-Based Learning, where the student must try to solve the different professional practice situations that arise during the course. For this purpose, the professional will be assisted by an innovative interactive video system created by renowned and experienced research experts.

02

Objectives

This Postgraduate Certificate program is oriented so that the psychologists can acquire the necessary tools to develop in the specific area, knowing the latest trends and deepening in those issues that make up the forefront of this area of knowledge.

If your goal is to improve in your profession, to acquire a qualification that will enable you to compete among the best, then look no further. This training will give your career the boost it needs"

General Objective

• Train professionals qualified for the practice of Work Psychology and Human Resources

This Postgraduate Certificate is aimed at all psychologists who want to achieve a high degree of specialization"

Specific Objectives

- Analyze individuals' needs and demands with respect to work

- Identify differences, problems and needs related to organizations and employees

- Describe and gauge interaction processes, group dynamics and group and intergroup structure

- Analyze contexts where individual behaviors and group processes occur

- Describe and gauge organizational and inter-organizational interaction processes, dynamics and structure

- Select and manage tools, products and services and be able to identify stakeholders

- Define objectives and elaborate basic intervention plans according to the characteristics of the organization and its employees

- Choose the appropriate psychological intervention techniques to achieve business objectives

- Apply indirect intervention strategies and methods through people linked to an individual's professional development

- Prepare oral and written reports. Provide feedback in an appropriate and accurate manner to those concerned

03

Structure and Content

The structure of the contents has been designed by a team of professionals in Work Psychology and Human Resources, aware of the relevance of current training in order to deepen the area of knowledge and make publications of academic quality.

This Postgraduate Certificate in Work Psychology and Human Resources contains the most complete and up-to-date scientific program on the market"

Module 1. Occupational and Organizational Psychology

1.1.   Introduction to Occupational Psychology
    1.1.1.   Conceptual and Historical Framework
    1.1.2.   Conceptual Framework of Work Psychology
    1.1.3.   Research Techniques and Methods in Occupational Psychology
    1.1.4.   Historical Evolution of Occupational Psychology
    1.1.5.   Areas of Intervention within Work Psychology
    1.1.6.   Legal and Economic Aspects
1.2.   Work as a Social Phenomenon and Human Activity Within the Framework of the Psychology of Work, Organizations and Human Resources
    1.2.1.   Introduction: Work as a Social Phenomenon and Human Activity Within the Framework of Occupational Psychology
    1.2.2.   Job Analysis (JA)
    1.2.3.   Job Evaluation (JE)
1.3.   Personnel Assessment Within Occupational, Human Resources and Organizational Psychology
    1.3.1.   Personnel Assessment Using the Trait Approach and Employee Competency Assessment and Development
    1.3.2.   Personnel Assessment Within Occupational Psychology
    1.3.3.   Conclusions
1.4.   Recruitment and Selection of Personnel
    1.4.1.   Recruitment and Selection of Personnel Within the Framework of Work Psychology
    1.4.2.   The Recruitment and Selection Process
    1.4.3.   Validity, Reliability and Efficiency Criteria in the Personnel Selection Process
1.5.   Occupational Psychology and Personnel Training
    1.5.1.   Introduction
    1.5.2.   Recruitment and Selection of Personnel Within the Framework of Occupational Psychology
    1.5.3.   Staff Training as a Process
    1.5.4.   Conclusions
1.6.   Staff Training Methods
    1.6.1.   Teaching Methods in Classroom Training
    1.6.2.   Teaching Methods in e-learning
    1.6.3.   Conclusions

Our curriculum has been designed with teaching effectiveness in mind: so that you learn faster, more efficiently, and on a more permanent basis"

04
Methodology

This academic program offers students a different way of learning. Our methodology uses a cyclical learning approach: **Relearning.**

This teaching system is used, for example, in the most prestigious medical schools in the world, and major publications such as the **New England Journal of Medicine** have considered it to be one of the most effective.

Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization"

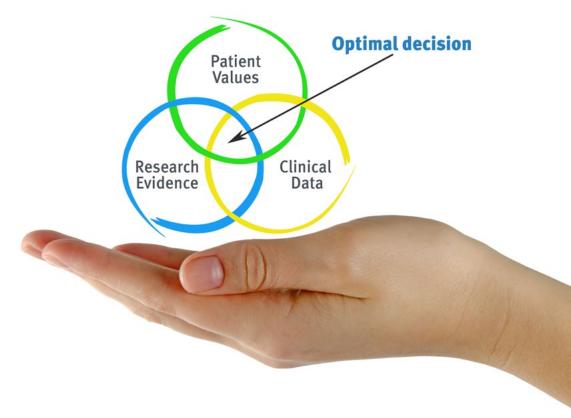## At TECH we use the Case Method

What should a professional do in a given situation? Throughout the program, students will face multiple simulated clinical cases, based on real patients, in which they will have to do research, establish hypotheses, and ultimately resolve the situation. There is an abundance of scientific evidence on the effectiveness of the method. Specialists learn better, faster, and more sustainably over time.

With TECH the psychologist experiences a way of learning that is shaking the foundations of traditional universities around the world.

According to Dr. Gérvas, the clinical case is the annotated presentation of a patient, or group of patients, which becomes a "case", an example or model that illustrates some peculiar clinical component, either because of its teaching power or because of its uniqueness or rarity. It is essential that the case is based on current professional life, trying to recreate the real conditions in the psychologist's professional practice.

> *"Did you know that this method was developed in 1912, at Harvard, for law students? The case method consisted of presenting students with real-life, complex situations for them to make decisions and justify their decisions on how to solve them. In 1924, Harvard adopted it as a standard teaching method"*

The effectiveness of the method is justified by four fundamental achievements:

1. Psychologists who follow this method not only master the assimilation of concepts, but also develop their mental capacity by means of exercises to evaluate real situations and apply their knowledge.

2. Learning is solidly translated into practical skills that allow the psychologist to better integrate knowledge into clinical practice.

3. Ideas and concepts are understood more efficiently, given that the example situations are based on real-life.

4. Students like to feel that the effort they put into their studies is worthwhile. This then translates into a greater interest in learning and more time dedicated to working on the course.

Relearning Methodology

At TECH we enhance the case method with the best 100% online teaching methodology available: Relearning.

Our university is the first in the world to combine the study of clinical cases with a 100% online learning system based on repetition, combining a minimum of 8 different elements in each lesson, which is a real revolution compared to the simple study and analysis of cases.

The psychologist will learn through real cases and by solving complex situations in simulated learning environments. These simulations are developed using state-of-the-art software to facilitate immersive learning.

01 learning from evidence

02 relearning from evidence

03 testing

04 learning from an expert

05 neurocognitive context dependent learning

06 Von-Restorff effect

07 case based learning through storytelling

08 competencies testing (retesting)

At the forefront of world teaching, the Relearning method has managed to improve the overall satisfaction levels of professionals who complete their studies, with respect to the quality indicators of the best online university (Columbia University).

This methodology has trained more than 150,000 psychologists with unprecedented success in all clinical specialties. Our pedagogical methodology is developed in a highly competitive environment, with a university student body with a strong socioeconomic profile and an average age of 43.5 years old.

Relearning will allow you to learn with less effort and better performance, involving you more in your training, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation for success.

In our program, learning is not a linear process, but rather a spiral (learn, unlearn, forget, and re-learn). Therefore, we combine each of these elements concentrically.

The overall score obtained by our learning system is 8.01, according to the highest international standards.

This program offers the best educational material, prepared with professionals in mind:

Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

These contents are then adapted in audiovisual format, to create the TECH online working method. All this, with the latest techniques that offer high-quality pieces in each and every one of the materials that are made available to the student.

20%
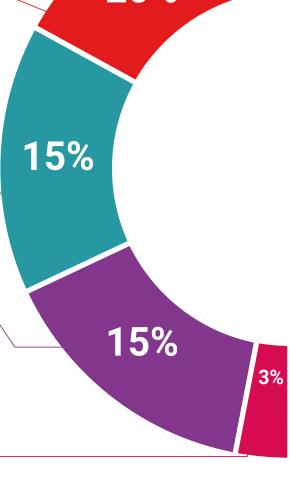
Latest Techniques and Procedures on Video

TECH introduces students to the latest techniques, to the latest educational advances, to the forefront of current psychology. All of this in direct contact with students and explained in detail so as to aid their assimilation and understanding. And best of all, you can watch the videos as many times as you like.

15%

Interactive Summaries

The TECH team presents the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.

This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".

15%

3%

Additional Reading

Recent articles, consensus documents and international guidelines, among others. In TECH's virtual library, students will have access to everything they need to complete their course.

20%

17%

3%

7%

Expert-Led Case Studies and Case Analysis

Effective learning ought to be contextual. Therefore, TECH presents real cases in which the expert will guide students, focusing on and solving the different situations: a clear and direct way to achieve the highest degree of understanding.

Testing & Retesting

We periodically assess and re-assess students' knowledge throughout the program, through assessment and self-assessment activities and exercises, so that they can see how they are achieving their goals.

Classes

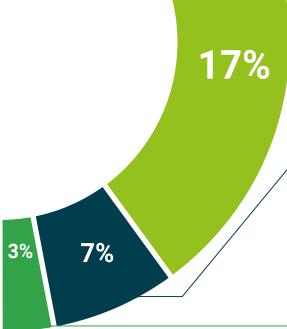There is scientific evidence suggesting that observing third-party experts can be useful.

Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions.

Quick Action Guides

TECH offers the most relevant contents of the course in the form of worksheets or quick action guides. A synthetic, practical and effective way to help students progress in their learning.

Certificate

The Postgraduate Certificate in Work Psychology and Human Resources guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Certificate issued by TECH Technological University.

Include in your training a Postgraduate Diploma in Psychological Development of Emotion: A huge step forward in your competitiveness in the sector"

This **Postgraduate Certificate in Work Psychology and Human Resources** contains the most complete and up-to-date program on the market.

After the student has passed the assessments, they will receive their corresponding **Postgraduate Certificate** issued by **TECH Technological University** via tracked delivery*.

The diploma issued by **TECH Technological University** will reflect the qualification obtained in the Postgraduate Certificate, and meets the requirements commonly demanded by labor exchanges, competitive examinations, and professional career evaluation committees.

Title: **Postgraduate Certificate in Work Psychology and Human Resources**

Official Nº of Hours: **150 h.**

tech technological university

Awards the following
DIPLOMA
to
Mr./Ms. _____, with identification number _____.
For having passed and accredited the following program

POSTGRADUATE CERTIFICATE
in
Work Psychology and Human Resources

This is a qualification awarded by this University, equivalent to 150 hours, with a start date of dd/mm/yyyy and an end date of dd/mm/yyyy.

TECH is a Private Institution of Higher Education recognized by the Ministry of Public Education as of June 28, 2018.

June 17, 2020

Tere Guevara Navarro
Dean

This qualification must always be accompanied by the university degree issued by the competent authority to practice professionally in each country.   Unique TECH Code: AFWORD23S   techtitute.com/certificates

*Apostille Convention. In the event that the student wishes to have their paper diploma issued with an apostille, TECH EDUCATION will make the necessary arrangements to obtain it, at an additional cost.

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