

תוכנית הקורס ורשימת קריאה לקורס

סמסטר 1 שנה 2023



בית ספר: בית ספר אריסון למנהל עסקים תואר שני M.A. בהתנהגות ופיתוח אר

יסודות הפסיכולוגיה הארגונית א'

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נושאי הקורס 

(Engagement & job crafting (JD-R approach

Work attitudes: satisfaction, commitment, citizenship behavior, and well-being

Exchange & Identification

Compensation & behaviorism

Goal setting, Expectancy & the cognitive approach

Growth mind set

Goal orientation

Self-determination theory & the humanistic approach

Intrinsic motivation and reward

Emotions and positive psychology

מטרות הקורס



מטרת הקורס לחשוף את הסטודנטים לסוגיות מתקדמות בהתנהגות ארגונית תוך שילוב שבין התיאוריה לפרקטיקה. במהלך הקורס הסטודנטים יחשפו לגישות התיאורטיות המרכזיות שעיצבו ועדיין מעצבות את שוק העבודה, כמו גם לאופן בו הן מיושמות הלכה למעשה.

מבנה ציון הקורס



הרכב הציון

- ניתוח מקרה 30%
 - בחינה 70%
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רשימת קריאה



Engagement & job crafting (JD-R approach)

Bakker, A. B. (2011). An evidence-based model of work engagement. *Current Directions in Psychological Science*, 20(4), 265-269.

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Tims, M., & Bakker, A. B. (2010). Job crafting: Towards a new model of individual job redesign. *SA Journal of Industrial Psychology*, 36(2), 1-9.

Work attitudes: satisfaction, commitment, citizenship behavior, and well-being

Huta, V. (2017). An overview of hedonic and eudaimonic well-being concepts. In L. Reinecke & M. B. Oliver (Eds.), *The Routledge handbook of media use and well-being: International perspectives on theory and research on positive media effects* (pp. 14-33). Routledge/Taylor & Francis Group.

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Exchange & identification

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Compensation & behaviorism

Jex, S. M. & Britt, T. W. (2008). *Organizational psychology: A scientist-practitioner approach*. John Wiley & Sons Inc. New York. [Chapter 9, pp. 269-287].

Goal setting, Expectancy & the cognitive approach

Parijat, P., & Bagga, S. (2014). Victor Vroom's expectancy theory of motivation—An evaluation. *International Research Journal of Business and Management*, 7(9), 1-8.

Latham, G. P., & Locke, E. A. (2018). Goal setting theory: Controversies and resolutions. In D. S. Ones, N. Anderson, C. Viswesvaran, & H. K. Sinangil (Eds.), *The SAGE handbook of industrial, work & organizational psychology: Organizational psychology* (pp. 145–166). Sage Reference.

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Growth mind set

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Yeager, D. S., & Dweck, C. S. (2020). What can be learned from growth mindset controversies?. *American Psychologist*, 75(9), 1269.

Goal orientation

VandeWalle, D. (2001) Why wanting to look successful doesn't always lead to success, *Organizational Dynamics*, 30, 162-171.

Vandewalle, D., Nerstad, C. G., & Dysvik, A. (2019). Goal orientation: A review of the miles traveled and the miles to go. *Annual Review of Organizational Psychology and Organizational Behavior*, 6, 115-144.

Seijts, G. H., & Latham, G. P. (2005). Learning versus performance goals: When should each be used?. *Academy of Management Perspectives*, 19(1), 124-131.

Self-determination theory & the humanistic approach

Deci, E. L., Olafsen, A. H., & Ryan, R. M. (2017). Self-determination theory in work organizations: the state of a science. *Annual Review of Organizational Psychology and Organizational Behavior*, 4, 19-43.

Rigby, C. S., & Ryan, R. M. (2018). Self-determination theory in human resource development: New directions and practical considerations. *Advances in Developing*

Human Resources, 20(2) ,133-147

Slemp, G. R. Kern, M. L. Patrick, K. J., Ryan, R. M. (2018) . Leader autonomy support in the workplace: A meta-analytic review. *Motivation and Emotion*, 42 ,706-724.

Center for Self-determination Theory: <https://selfdeterminationtheory.org/>

[#ThePsychologyPodcast](#)

Richard Ryan || Self-Determination Theory & Human Motivation –
https://www.youtube.com/watch?v=m1d_AR-r0lw

Intrinsic motivation and reward

Gerhart, B., & Fang, M. (2015). Pay, intrinsic motivation, extrinsic motivation, performance, and creativity in the workplace: Revisiting long-held beliefs. *Annu. Rev. Organ. Psychol. Organ. Behav.*, 2(1), 489-521.

Emotions and positive psychology

Robbins, S. P., & Judge, T. (2012). Essentials of organizational behavior.

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Fredrickson, B. L. (2013). Positive emotions broaden and build. In *Advances in experimental social psychology* (Vol. 47, pp. 1-53). Academic Press.

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יתכנו שינויים ברשימת הקריאה.