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Course Title: Psychology in the workplace

Short description:

This course provides a comprehensive exploration of how psychological principles apply in professional environments. It emphasizes understanding human behavior in the workplace to boost motivation, improve communication, foster better team dynamics, and reduce stress. The course integrates major psychological theories (e.g., Maslow, Herzberg, SDT) and real-life company examples like Google and Netflix to illustrate practical applications.

By the end of this course, learners will be able to:

1. **Define workplace psychology** and explain its role in enhancing job satisfaction, motivation, and productivity.

2. **Identify key psychological factors** (e.g., personality, leadership style, physical environment) that influence employee behavior and performance.

3. **Analyze different leadership and organizational culture types** and their effects on team effectiveness and employee morale.

4. **Apply motivational theories** (Maslow's Hierarchy of Needs, Herzberg's Two-Factor Theory, Self-Determination Theory) to real workplace scenarios.

5. **Recognize workplace demotivators** and suggest evidence-based solutions to enhance motivation and reduce turnover.

6. **Develop emotional intelligence and communication skills**, including bias awareness and perception management.

7. **Understand cognitive overload** and learn techniques to prevent miscommunication and increase mental clarity at work.

8. **Design a personal motivation strategy** to enhance their own performance and workplace well-being.

9. **Evaluate successful corporate strategies** (e.g., Google's "20% rule") and consider how to implement similar practices.

10. **Collaborate more effectively in teams**, using role-awareness, trust-building, and conflict resolution models.

Curriculum outline:

Module 1:

Lesson 1.1: What is Workplace Psychology?

Lesson 1.2: Benefits of Workplace Psychology: Higher Motivation, Better Teamwork, Reduced Stress

Lesson 1.3: Factors Influencing Workplace Behavior

Lesson 1.4: Maslow's Hierarchy of Needs: People Seek Growth After Basic Needs Are Met

Lesson 1.5: Herzberg's Two-Factor Theory: Understanding Job Satisfaction and Motivation

Lesson 1.6: Self-Determination Theory (SDT): Understanding Human Motivation at Work

Module 2:

Lesson 2.1: Psychological Foundations of Communication

Lesson 2.2: Causes and effects of Cognitive Overload in Workplace Communication

Lesson 2.3: Psychological Safety & Open Communication in the Workplace

Lesson 2.4: Creating a Culture of Open Communication

Lesson 2.5: Emotional Intelligence (Goleman's Model) & Its Role in Teamwork

Module 3:

Lesson 3.1: Understanding How Stress Arises in Professional Settings

Lesson 3.2: Common Causes of Workplace Stress

Lesson 3.3: Psychological & Physical Impact of Stress: A Comprehensive Analysis

Lesson 3.4: Burnout (Maslach Burnout Model) & How to Prevent It

Lesson 3.5: Workplace Influence & Persuasion Techniques