WORK ECOLOGY AND HUMAN DEVELOPMENT

FEM 3104

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FACULTY OF HUMAN ECOLOGY
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The Course

- Department of Human Development and Family Studies, Faculty of Human Ecology.
- Course Title: WORK ECOLOGY AND HUMAN DEVELOPMENT.
- Code: FEM 3104
- Credit hour: 3 (3+0)
- Students: BS(PM) – Semester 4, 5 and 8
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Course Synopsis

- Focuses on attitude, moral and motivation and style in work and employee supervisions and how social interactions affects work productivity and satisfaction; special attention will be given to problem’s of workers.
Objective of the course:

- Focuses on human in the work place/
- Discusses how an individual’s behaviour, thought, emotion during interaction and transaction within environment related to their work.
- Based on ecological and applied psychological approach, learn the meaning of work and how its ecology shape human functioning.
Course Contents

1. Introduction: concept and definition
2. Theory, research and practice related to work
3. Work and production system
4. Worker’s action and behaviour
5. Work Aspiration and satisfaction
6. Work Performance and productivity
7. Work Motivation
8. Morality and Work
9. Effects of Organizational and Technology Structure on workers
10. Some issues in work design and its effects
Course Evaluation

- Assignments 40%
- Mid Term 20%
- Final Examination 40%
A case study is an in-depth exploration of a case. The case consists of ONE unit of analysis for example a person, a group of people, a family or an organization. For this task, each student is expected to find 3 cases to document real life experiences of how people cope with work and facing challenges in balancing with their personal life. (Any types of work as listed under MASCO -08)
Student need to do in-dept interview of the 3 different employees (to explore the following aspects:

- Background of each respondent and the family
- Why she/he choose the work
- Qualification needed for the post
- Job specification
- Motivating factors
- Challenges and work pressures
- Stress Experiences
- Job Satisfaction
- Family and Social Life
- Interaction between Ecological perspectives.
• **Written report must adhere to the following format:**
  - **Introduction**
  - **Discussion:** descriptive report of the interviews and analysis based on work ecology perspectives and relevant theories.
  - **References**
  - **Appendix:**
    - Consent form of the respondent or any letter seeking approval from the respective agencies. Interview transcripts and relevant photos of the respondents as proof)
  - **CD**
Mid Semester Exam

- Will cover Unit 1-5
- MCQ (30) and essay (3/5 questions)
Final Exam (40%)

- This will cover unit 6-10.
- Student has to answer 4 essays questions ONLY.
INTRODUCTION: Concepts and Definition

- **Work** = what people do to make a living
- **Ecology** = relationship of the organism to the environment
- **Work Psychology** = an area of applied psychology that uses concepts, theories and techniques derived from all areas of basic psychology.
Intro:

- There are 5 areas in basic psychology: physiology, cognitive, developmental, social, and personality.
- Major changes during the last 20th Century – such as technological advances and economic trends.
- Work Psychologists – pay attention to diversity of workplace.
UNIT 2 : Theory and Research

- Theory is used to investigate any work related phenomena – applicable in work organization.
- Research design for work psychology – surveys, experiments, qualitative research and action research.
- Research methods/tools include questionnaires, tests, interviews, observations and psychological measures.
Statistical methods – draw conclusions for quantitative data.
Comparative statistical tests – to compare two or more groups (t-test, analysis of variance)
Relationship tests – to examine the magnitude and direction when two or more variables are examined together (correlation, multiple regression).
Qualitative data – dividing information into small portion and assigning data into categories.
UNIT 3 : WORK AND WORK PRODUCTION SYSTEM

- The main mode of production: pre-industrial, early industrialization and industrialization.
- Pre-industrial: 4 societies (hunting & gathering, feudal, agrarian, industrial)
- Feudal societies: allocations of lands and consists of 3 levels of characteristics; Lord, vassal and fief
- Agrarian societies – agricultural based
- Industrial societies – modern social structure developed through the use of steam power.
UNIT 4: Workers’ Action & Behaviour

- Relationship between personality’s traits and individual occupational behaviour is influenced by numerous factors.
- Occupational behaviour is related to individual ability, motivation, demographics factors, personality traits and intelligence.
- Personality and ability test – are tools for work related purposes (recruitment, selection, appraisal, promotion and research).
UNIT 5: Work Aspiration & Satisfaction

- Work aspiration: a desire to achieve something related to work.
- Work satisfaction: contentment towards work.
- Those with high aspiration are more likely to have higher motivation – influenced their work productivity.
- Other factors that relate to job satisfaction – happiness (happy individual, more satisfied with work).
Unit 5 : continue...

- Theories on Job Satisfaction
- Herzberg two-factor Theory
- Social Learning Theory = Bandura