

SYLLABUS DEL CORSO

Psicologia del Lavoro e delle Organizzazioni - 2

1920-2-E2401P012-T2

Learning area

KNOWLEDGE AND SKILLS USEFUL TO UNDERSTAND AND CHANGE THE RELATIONS AMONG INDIVIDUALS AND THE PSYCHOSOCIAL PROCESSES UNDERLYING GROUPS, ORGANIZATIONS AND SOCIAL SYSTEMS

Learning objectives

Knowledge and understanding

- History of work and organizational psychology.
- Meaning of work and its evolution in recent time.
- Research methods and intervention techniques in organizational contexts.
- The main theoretical problems of work and organizational psychology (organizational change, work related stress, work motivation, leadership, group dynamics, etc.).

Applying knowledge and understanding

- The profession of work and organizational psychologist.
- Case studies concerning organizational intervention.

- Small group projects to deepen some of the central themes of the work and organizational psychology

Contents

Students will be introduced to the main theories and methodologies developed by psychology to analyze and intervene in work contexts at both the individual level and at the system level. They will experience the use of different theoretical and methodological approaches to deal with some of the typical problems of organizations.

Detailed program

- The history of work and organizational psychology and its evolution in relation to the contemporary work transformations.
- Research methods and intervention in the work contexts.
- Job analysis, personnel selection and human resources management.
- Work motivation;
- Stress and wellbeing at work. Leadership and work group.
- Theories of organizations.
- Organizational culture and organizational change.

Prerequisites

Nothing specific. Students who have already passed the exam of social psychology, may be facilitated in the understanding of the course content.

Teaching methods

Teaching methods include the use of lectures, films, classroom discussions and practical exercises

All the educational material (slides of the lectures, organisational cases, films, when possible) is made available on the eLearning site of the course so that non-attending students can also use it.

In the first lessons some group work will be proposed - on a voluntary basis and to be carried out during the

semester - on themes typical of work and organisational psychology.

Groups will be given the opportunity to present their works in class and discuss them with the teacher and with the present colleagues.

Assessment methods

The exam is written and includes five open questions. The questions are aimed at evaluating the actual acquisition of both theoretical knowledge and the ability to face problems typical of work and organisational psychology. The evaluation criteria are the correctness of the answers, the ability to argue, synthesise, create links and critically read the reality.

For those students who request it, an oral interview is also scheduled, on all course topics, to supplement the written test.

Participation in voluntary activities (group work) contributes to evaluation. The works carried out, and the individual reports related to them, are evaluated by the teacher and are complemented by the evaluation of the written test.

Textbooks and Reading Materials

All the information will be available on the e-learning page at the beginning of the lessons.
