

SYLLABUS DEL CORSO

Psicologia del Lavoro e delle Organizzazioni - 1

1920-2-E2401P012-T1

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

Lectures, discussions, exercises, work groups, video presentations, optional participation to congresses.

Assessment methods

The exam is written, with oral optional (chosen by student or by professor) and it is composed from 5 open questions. The questions aim at ascertaining the effective acquisition of both theoretical knowledge and the ability to apply them to typical problems for the work and organizational psychologist. The evaluation criteria are: the correctness of the answers, the ability to argue, synthesize, create links, and critically read the reality.

The optional oral exam regards the topics treated in class and the in-depth material provided by professor.

Participation in the optional activities (group presentation, congress participation) proposed during the course contributes to the final evaluation (only for attending students).

In particular, for these activities, students can draw up conclusive reports. The professor will evaluate them, and their evaluation will integrate the written exam.

The attending students, who perform during the year exercises in the classroom, will be able to replace one of the

questions of the written exam with the evaluation obtained at exercises.

At the end of the course, there will also be a written pre-exam, recommended above all to attending students, structured as the written exam. At the choice of the student, the pre-exam can completely replace the written exam.

Textbooks and Reading Materials

Detailed information about the teaching material will be published on the e-learning page associated with the course.
