UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Economic and Work Psychology

2021-3-E2004P025

Learning area

Study of socio-economic and cultural aspects related to communication processes.

Learning objectives

Knowledge and understanding

- History of work psychology.
- Meaning of work and its evolution in recent time.
- Psychology and organizational contexts.
- The main theoretical problems of work psychology and some fundamental issues for research and intervention (organizational change, organizational culture, 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 work and economic 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 economic and work psychology and its evolution in relation to work and organizations' transformations.
- Research methods and intervention in the work contexts.
- Taylor and the new organization of work in factories
- Psychological aspects and fields of intervention of psychology in organized work.
- Some areas of study: job analysis, personnel selection and human resources management; work motivation; stress and wellbeing at work; leadership; groups' dynamic.
- Hints of organizational theory.
- Organizational culture and organizational change.
- Sustainability in organizational contexts.

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

During the Covid-19 emergency period, lessons will be held remotely in asynchronous mode with synchronous videoconferencing events.

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 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 pass the written examination, an oral interview is also scheduled.

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.

The modality of the exam will be updated in accordance with the rules for COVID-19 emergency.

Textbooks and Reading Materials

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