UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Groups and Organizations Psychosociology

2122-1-F5106P004

Learning area

2: Social psychology, economic psychology and decision-making

Learning objectives

Knowledge and understanding

· present ideas and conceptual frameworks related to the psychosociological perspective in the study of organizations.

· know and understand dynamics characterizing groups in organizational contexts.

Applying knowledge and understanding

· reflect about various group typologies (temporary groups, relatively stable groups, teams, virtual groups) in order to experience an appropriate model for plan, implement and evaluate, with related tools, teaming to the final result.

. experience the complexity of living in groups and organizations, in a dimension of empowerment and problem solving.

Contents

Integrated vision of productive, economic, and relational aspects within organizations:

people / groups / teams / organizations / communities in the activity of "organizing" work

methods and tools for building and leading Effective work teams

research experience in team and professional practices

Detailed program

The psychology of work and organizations:

Meaning, job, areas of work, work practices, the reflective practitioner

The world of organizational behavior

Organizational behavior: a historical perspective

Individual behavior in organizations:

Individual differences: Self, skills, intelligence, performance, emotions

Values, attitudes, satisfactions

The foundations of motivation

Groups and social processes:

Group dynamics, building and guiding effective work teams

Individual and group decision-making processes

Managing conflicts and negotiations

Organizational processes:

Styles of Directions, Leadership, Valorisation of people

Change Management

Organizational culture

Prerequisites

None.

Teaching methods

Alongside the lectures, the course includes meetings with corporate witnesses, different experiences of instrumented participation, in groups, in the contribution of knowledge and method.

The course is oriented both to theoretical research and professional practices.

All materials (e.g., slides, database) are made available on e-learning.

Lessons will be held in presence unless further COVID-19-related restrictions are imposed.

Assessment methods

People who have participated in the group research will be asked to:

- produce and present a group research, the research will be graded
- support an oral test on the topics covered in the course

For those not attending the exam, it will be oral only and a series of questions will be proposed:

- evaluate the understanding of the topics addressed in the course
- verify the completeness of the study
- make connections between theory and practice

Textbooks and Reading Materials

R. Kreitner, A. Kinicki, Comportamento Organizzativo, Milano, Apogeo, 2013

D. A. Schon, Il professionista riflessivo, edizioni Dedalo, Bari, 2010

A. Castellano, a cura di, Valorizzare il capitale umano, Egea, Milano, 2019

S. Casagrande, a cura di, Team Management, Egea ,Milano, 2020

K. Weick, Organizzare, Isedi, Torino, 1993