UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Action Research for Groups and Organizations

2324-2-F5106P012

Learning area

Social psychology, organizational psychology and decision-making

Learning objectives

Knowledge and understanding

- epistemological, theoretical and methodological references of action-research;
- comparison among the main theoretical and methodological perspectives;
- methodological and applied issues in action-research and its applications.

Applying knowledge and understanding

- define the research design and plan the intervention;
- identify and set the phases of the action-research process (analysis of the context analysis and problem setting, operational agreements, management of the phases, production and presentation of research reports).
- choose approaches, techniques and tools to be used in action-research;
- consider the role of responsible actors in the research and the engagements activated or not activated;
- monitor and evaluate the action-research implemented..

Contents

With the aim of offering useful indications and tools for planning, implementing and evaluating intervention research

in different operational contexts, conceptual references will be presented, methodological indications considered, operational approaches introduced, group research carried out in the field.

Detailed program

- Evolutions of action-research
- Epistemological and methodological issues
- Action-research in organizational contexts
- Reciprocity between knowledge production and transformative actions
- Client, analysis of demand and start of a action-research path
- Subjects and responsibilities at stake
- The development process: contexts, phases, tools
- Sharing results and outcomes of a research-intervention
- Research-intervention to promote organizational changes and innovations
- Research-intervention to promote gender equality
- Reconsidering and evaluating operational research-intervention practices

The lesson plan will be downloadable from the course e-learning site.

Prerequisites

I suggest preliminary reading of the reference texts to facilitate and make more productive the participation in the lessons and activities.

I also suggest reading the Sustainable Development Goals of the 2030 Agenda.

If you have not taken exams in the field of social psychology or research methodology, do not hesitate to contact me to arrange some preparatory texts reading.

Teaching methods

Classroom activities will be organized into theoretical lessons and guided group activities.

Attending students are asked to

- work in small groups;
- carry out field research on innovation or gender equality;
- draw up a summary report of the activities, results and learnings.

Materials and slides are made available on the course e-learning site.

Assessment methods

The exam is an interview to verify:

- understanding of the topics and issues covered;
- the ability to analyze concrete applications;
- the completeness of the required study.

People who have attended teh lessons and participated in the working groups can illustrate and discuss the report they have co-worked.

The evaluation criteria are:

- correctness of the answers;
- ability to argue, synthesise, connect topics and issues
- ability analyze the practice of action-research.

Textbooks and Reading Materials

Colucci F.P., Colombo M., Montali L. (2008). *La ricerca intervento: prospettive e ambiti*, Bologna, Il Mulino (capitoli II, III, V, IX).

Dubost J., Lévy A. (2005), "Ricerca-azione e intervento", in Barus-Michel E., Enriquez E., Lévy A. (a cura di), *Dizionario di psicosociologia*, Milano, Cortina, pp. 377-402.

Kaneklin C. Piccardo C., Scaratti G. (2010). *La ricerca-azione*, Milano, Cortina.

Rhéaume J. (2005), "Cambiamento", in Barus-Michel E., Enriquez E., Lévy A. (a cura di), *Dizionario di psicosociologia*, Milano, Cortina, pp. 57-64.

Prassi di riferimenti UNI/PdR 125:2022
Linee guida sul sistema di gestione per la parità di genere che prevede l'adozione di specifici KPI (Key Performance Indicator - Indicatori chiave di prestazione) inerenti alle Politiche di parità di genere nelle organizzazioni.
La UNI/PdR 125:2022 è scaricabile liberamente dal sito di UNI Ente italiano di normazione

Sustainable Development Goals

NO POVERTY | QUALITY EDUCATION | GENDER EQUALITY | DECENT WORK AND ECONOMIC GROWTH | INDUSTRY, INNOVATION AND INFRASTRUCTURE | SUSTAINABLE CITIES AND COMMUNITIES | CLIMATE ACTION | PEACE, JUSTICE AND STRONG INSTITUTIONS | PARTNERSHIPS FOR THE GOALS