

## SYLLABUS DEL CORSO

### Psicologia Dinamica dei Gruppi e delle Organizzazioni

2324-1-F5106P032

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#### Learning area

2: Social psychology, economic psychology and decision-making

#### Learning objectives

##### *Knowledge and understanding*

Promote knowledge of the following topics:

- The group according to the psychodynamic and social perspective.
- Group dynamics and organization according to the psychodynamic perspective.
- Organizational and individual problems in organizations.
- The psychologist's role in organizational contexts and working with groups.\*\*

##### *Ability to apply knowledge and understanding.*

Promote the ability to apply the knowledge described above through the application of the following practices:

- Evaluation of the dynamics of groups and organizations according to a psychodynamic perspective.
- Assessment of organizational and individual discomforts in organizations.
- Leading working groups.
- Planning of intervention paths with the groups in the organizations.

#### Contents

The course aims to promote the development of knowledge relating to the internal dynamics of groups and organizations according to the psychodynamic perspective. In addition, the student will acquire theoretical knowledge on the main possible individual discomforts and on the most common organizational dysfunctions, as well as skills in group management and evaluation, and intervention practices.

## Detailed program

- The group: historical excursus and psychodynamic (Freud, Bion, Jaques, Napolitani, Carli, Quaglino) and social theoretical models compared.
- Group dynamics (leadership, climate, belonging, feelings, norms, interdependence, individual needs, group needs, need for balance).
- Group dynamics analysis methodologies: the four-dimensional model.
- Working group management methodology.
- Organizational dynamics according to a psychodynamic perspective (fight and flight, dependence, mating).
- Emotions, relationships, mentalization and defence mechanisms in organizations.
- Organizational and individual discomforts in organizations, with a particular focus on disorders and pathologies of organizational behaviour (Paranoid, Obsessive, Hysteric, Depressive, Schizoid).
- Working with groups in organizations: methodologies, challenges, skills, resources.
- Methodologies for planning group interventions in organizations: fostering change and reducing organizational behaviour disorders.

## Prerequisites

It is assumed that students have basic knowledge of dynamic psychology, social psychology of groups and work psychology. Students who have not taken these exams are invited to report any lacks to the professor (via e-mail), in order to agree on a basic reference bibliography.

## Teaching methods

Lectures, discussions, videos, group work, case studies, scientific articles.

All material is made available on the course e-learning site.

The teaching will take place in Italian.

## Assessment methods

The examination will be carried out through a written test aimed at assessing the specific knowledge of the main theoretical aspects covered during the course, together with the argumentative and critical ability of the student. The written test will eventually be supplemented by an oral exam at the student's request.

The final test will consist of open questions and multiple-choice questions. During the course, group work will be carried out which will allow the student to obtain extra scores which can be added to the result achieved in the final individual exam.

Erasmus students can contact the professor to agree on the possibility of taking the exam in English.

## **Textbooks and Reading Materials**

- Kaneklin, C. L. (2010). Il gruppo in teoria e in pratica. Raffaello Cortina Editore, Milano. Chapters 1, 2, 3 e 4.
- Quaglino, G. P., Casagrande, S., & Castellano, A. (1992). Gruppo di lavoro, lavoro di gruppo, Raffaello Cortina Editore, Milano. Chapters 1, 2, 3.
- Kets de Vries, M. F., & Miller, D. (1992). L'organizzazione nevrotica. Raffaello Cortina Editore, Milano.

## **Sustainable Development Goals**

GOOD HEALTH AND WELL-BEING | GENDER EQUALITY | DECENT WORK AND ECONOMIC GROWTH |  
INDUSTRY, INNOVATION AND INFRASTRUCTURE

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