UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Organizations and Psychology

2425-1-F5106P002

Learning area

FUNDAMENTALS AND RESEARCH METHODS IN SOCIAL AND ECONOMIC PSYCHOLOGY

Learning objectives

Knowledge and understanding
Theoretical perspectives in studying organisations.
Organisational theory and psychology.
Problems and challenge of contemporary organisations.

Applying knowledge and understanding
Organisational analysis.
Intervention in organisations.
Contemporary applied research issues in organisation studies.

Contents

The course considers the main approaches developed over time to explain organisational phenomena, with particular emphasis on the relevance of the psychological perspective. The psychological approach to the study of organisations and to organisational analysis will also be addressed considering the contemporary issues that affect the world of organisations.

Detailed program

• The study of organisations: theoretical and epistemological questions.
• Fundamental elements of the organisational structure.
• Organization and organisational process.
• Historical perspective about the study of organisational phenomena.
• Psychology and organisations: organisational behaviour and organisational action, culture, sense-making, decision-making processes.
• Contemporary themes for study and research in organisations: organisations, change, innovation.
• Organisational networks

Prerequisites

Good knowledge of the foundations of Work and Organisational Psychology and Social Psychology facilitate more fruitful learning of the course contents. Students lacking such basic knowledge are encouraged to ask for a list of primary references.

Teaching methods

Lessons will be held in presence.

Teaching methods include the use of lectures, films, classroom discussions, practice exercises and testimonials from professional settings. 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.

During the first lessons some group work will be proposed - on a voluntary basis and to be carried out during the semester. Groups will be given the opportunity to present their works in class and discuss them with the teacher and with the present colleagues.

Delivered lecture: 60% Interactive lecture: 40%
Each lesson includes a lecture part and an interactive part. Some lectures, depending on student participation, will be devoted to group work with interactive teaching methods.

Assessment methods

Learning appraisal is based on an oral examination aimed at evaluating the acquisition of concepts discussed in the course. The exam will concern the different theoretical perspectives about organisational phenomena and the research methods which characterise organisational psychology. Attention will be given to the learning of technical language referring to knowledge, understanding and evaluation of organisational processes.

Although this course is held in Italian, for Erasmus students course material can also be available in English, and students can take the exam in English if they wish to do so.

Textbooks and Reading Materials

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

Sustainable Development Goals

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