



UNIVERSITÀ  
DEGLI STUDI DI MILANO-BICOCCA

## SYLLABUS DEL CORSO

### Psicologia del Lavoro e delle Organizzazioni - 2

2425-3-E2401P012-T2

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#### Learning area

Knowledge and skills useful to understand and change the relations among individuals and the psychosocial processes underlying groups, organizations and social systems

#### Learning objectives

##### *Knowledge and understanding*

- History of work and organizational psychology
- Meaning of work and its evolution in recent time
- Research methods and intervention techniques in organizational contexts
- The main theoretical issues of work and organizational psychology (organizational change, work-related stress, work motivation, leadership, group dynamics, etc.)

##### *Applying knowledge and understanding*

- Understanding the activity of work and organizational psychologist
- Developing critical thinking about case studies concerning the organizational intervention

#### 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 work and organizational psychology and its evolution in relation to the contemporary work transformations;
- Research methods and intervention in the work contexts;
- Job analysis and personnel selection;
- Work motivation;
- Stress and well-being at work.
- Leadership and work group;
- Theories of organizations;
  - Organizational culture and organizational change.

## **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**

18 lessons will be conducted in a traditional in-person format; 10 lessons will be conducted in an interactive, in-person format. In the latter case, the lessons will include the presentation and discussion of organizational cases, small group exercises, and the viewing and discussion of work-related videos.

The materials (especially the lecture slides, the texts of the organizational cases, and, when possible, the videos) will be made available on the course's e-learning page so that they can also be accessed by non-attending students.

Group projects on typical themes of work and organizational psychology will be proposed in the first days of class. The groups will be given the opportunity to present in class and discuss their work with the teacher and colleagues.

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.

## **Assessment methods**

The exam is written (open questions). The questions aim at ascertaining the effective acquisition of both theoretical knowledge and the ability to apply them to typical problems for the work and organizational psychologist. The evaluation criteria are: the correctness of the answers, the ability to argue, synthesize, create links, and critically read the reality.

Participation in the optional activities proposed during the course contributes to the final evaluation. In particular, students who participate in group work will have the option to replace a specific question of the written exam with the evaluation obtained during that activity.

## **Textbooks and Reading Materials**

Detailed information about the teaching material will be published on the e-learning page associated with the course.

## **Sustainable Development Goals**

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

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