



UNIVERSITÀ  
DEGLI STUDI DI MILANO-BICOCCA

## SYLLABUS DEL CORSO

### Psicologia del Lavoro e delle Organizzazioni - 2

2526-2-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

##### *Making judgements*

Through interactive lessons focused on the discussion of organizational cases, small-group exercises, and guided analysis of materials (e.g., videos) related to work settings, students are encouraged to develop critical thinking and

independent judgment in interpreting psychological phenomena that characterize organizational contexts. Participation in group projects—with the opportunity to present and discuss outcomes with the teacher and peers—fosters critical reflection, exchange of ideas, and the ability to argue one's position effectively.

### *Communication skills*

The course fosters the development of communication skills through group work on topics related to work and organizational psychology, offering students the opportunity to present and discuss their findings in class with the instructor and colleagues. These activities encourage the use of appropriate technical language and the ability to clearly and coherently convey complex content. Collective discussions of organizational cases and guided analysis of materials also enhance active listening and constructive dialogue.

### *Learning skills*

The course provides conceptual and methodological tools that enable students to continue studying the topics independently beyond the classroom hours. Access to teaching materials via the e-learning platform supports individual learning and allows students to review and deepen their understanding of course content. Exposure to real-life cases and active participation in exercises stimulate personal engagement with the material, promoting a critical and autonomous approach, also in preparation for practical application in work environments.

## **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-ended questions). The questions are designed to assess both the actual acquisition of theoretical knowledge and the ability to address issues typically encountered by work and organizational psychologists. The evaluation criteria include: the acquisition and mastery of the course's theoretical content, the accuracy of the answers, clarity of expression and use of appropriate technical-scientific language, as well as the ability to argue, summarize, make connections, and critically interpret real-world situations.

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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