UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Economic and Work Psychology

2526-3-E2004P025

Learning area

2: Aspetti psicosociali della comunicazione.

Learning objectives

Knowledge and understanding

- History of work psychology.
- Meaning of work and its evolution in recent time.
- Psychology and organizational contexts.
- The main theoretical problems of work psychology and some fundamental issues for research and intervention (organizational change, organizational culture, leadership, group dynamics, etc.).
- The role and challenges of work and organizationale psychology in promoting ecological transition in organizational settings.

Ability to apply knowledge and understanding

- Understanding of the spheres of action of the work and organizational psychologist.
- Understanding of the different logics that can guide organizational interventions.
- Understanding of the challenges and difficulties in intervening in organizational contexts.

Making judgments

- Development of the capacity for critical analysis, urging the ability to read phenomena concerning work and organizations in relation to the contexts and extended scenarios concerning the historical and political situations in which they take place.

Communication skills

- Development of the ability to clearly and consciously communicate information, ideas, problems and solutions to specialist and non-specialist interlocutors.
- Development of sound active listening skills and the ability to understand and critically analyze different points of view.

Learning skills

- Development of the ability to pursue one's own course of study independently, being able to identify areas of one's own interest and adequately select information and knowledge useful for developing one's own critical viewpoint on them.

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 economic and work psychology and its evolution in relation to work and organizations' transformations.
- Research methods and intervention in the work contexts.
- Taylor and the new organization of work in factories
- Psychological aspects and fields of intervention of psychology in organized work.
- Some areas of study: human resources management; work motivation; stress and wellbeing at work; leadership; groups' dynamic.
- Hints of organizational theory.
- Organizational culture and organizational change.
- Sustainability in organizational contexts.

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

28 in-person lecture-based classes.

Teaching methods include the use of lectures, films, classroom discussions. 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.
The specific character and type of teaching activities will be clarified in the first lessons.
The course is held in Italian.

Assessment methods

The examination is based on an oral interview concerning the topics covered in class and the exam texts.
The questions are aimed at evaluating the actual acquisition of both theoretical knowledge and the ability to face problems typical of work and organizational psychology. The evaluation criteria are the correctness of the answers, the ability to argue, synthesize, create links and critically read the reality.Participation in voluntary activities (group work) contributes to evaluation. The works carried out, and the individual reports related to them, are evaluated by the teacher and are complemented by the evaluation of the written test.

There are no in-progress tests.

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

INDUSTRY, INNOVATION AND INFRASTRUCTURE | RESPONSIBLE CONSUMPTION AND PRODUCTION | CLIMATE ACTION