UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Dynamic Psychology of Groups and Organizations

2526-1-F5112P004

Learning area

2: Social psychology, economic psychology and decision-making

Learning objectives

Knowledge and understanding skills

Promote knowledge of the following topics:

- The group according to the psychodynamic and social perspective.
- Group and organisation dynamics according to the psychodynamic perspective.
- Organisational, relational and individual difficulties in organisation.
- Organisational change and resistance.
- 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 organisations according to a psychodynamic perspective.
- Assessment of organisational and individual difficulties in organisations.
- Recognize resistance to change.
- Leading groups.
- Planning of psychodynamic and systemic intervention paths in the organisations.

Transversal skills

- Critical thinking skills, developed through group work and class discussions on course topics.
- Communication skills, developed through group presentations in class, the group work exercise, and discussions during practical sessions.
- Ability to pursue independent study, supported by in-class clarification and discussion, and the use of multimedia tools (e.g., slides, videos, etc.) to clarify concepts and explain models presented in the course textbooks.

Contents

The course aims to promote the development of knowledge relating to the dynamics of groups and organisations according to the psychodynamic perspective. In addition, the student will acquire theoretical knowledge on individual difficulties in organisation, and on the most common organisational dysfunctions, as well as skills relating to evaluation and intervention group practices of the dynamics and difficulties studied.

Detailed program

- Psychodynamic and psychosociological theoretical models on the group, with a focus on Bion and Quaglino theories.
- Needs, fantasies, relationships and motivations in groups.
- Group dynamics analysis methodologies: the four-dimensional model of Quaglino.
- Organisational dysfunction from a psychodynamic perspective (organisational neurosis, dysfunctional organisational cultures, dysfunctional relationships, transfert relationships).
- Emotions, relationships, and defence mechanisms in organisations.
- Individual problems in organisations, with particular focus on work-related psychopathologies and psychosocial problems.
- Defence mechanisms, resistance and change.
- Working with groups in organisations: methodologies, challenges, skills, resources.
- Leading groups.
- Design of group interventions in organisations: promoting change and reducing organisational, relational and individual dysfunctions.

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), to agree on a basic reference bibliography.

Teaching methods

Lectures, discussions, films, group work, case studies, scientific articles. Approximately 20% of the course (i.e. 12 hours) will be delivered with interactive teaching, while the remaining 80% will be delivered through expository teaching.

The type of teaching activity will be lessons, as defined in the teaching plan of the Course of Studies. The lessons will be in person.
All material is made available on the course e-learning site.

Teaching will take place in Italian language.

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 final test will consist of 23 open questions and 2 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.

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

• Del Rio, G., Luppi, M. (2010). **Gruppo e relazione d'aiuto. Saperi, competenze, emozioni.** Franco Angeli, Milano.
Chapter 5 (Section I) e Chapter 3 (Section II).

• Quaglino, G. P., Casagrande, S., & Castellano, A. (1992). **Gruppo di lavoro, lavoro di gruppo**. Raffaello Cortina Editore, Milano.
Chapter 3 (Section I).

• Ferrari, G. (a cura di; 2012). **Psicologo clinico del lavoro. Contesti applicativi emergenti**. Edizioni Ferrari Sinibaldi, Milano.
Chapters 3, 4, 6, 7.

• Kets de Vries, M. F., & Miller, D. (1992). **L'organizzazione nevrotica**. Raffaello Cortina Editore, Milano.
All chapters except Chapter 5 (Section I).

Sustainable Development Goals

GOOD HEALTH AND WELL-BEING | DECENT WORK AND ECONOMIC GROWTH