UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

SYLLABUS DEL CORSO

Organizzazioni e Psicologia

2526-1-F5112P002

Learning area

FUNDAMENTALS AND RESEARCH METHODS IN SOCIAL AND ECONOMIC PSYCHOLOGY

Learning objectives

Knowledge and understanding

- Theoretical perspectives in the study of organizational phenomena, with attention to their historical evolution..
- Organisational theory and psychology.
- Problems and challenge of contemporary organisations.

Applying knowledge and understanding*

- Organizational analysis and critical reading of contemporary organizations.
- Intervention in organizations from a transformative and emancipatory perspective.
- Contemporary applied research issues in organisation studies.

Ability to apply knowledge and understanding.

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

Autonomy of judgment

- 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.

Capacity to learn

- 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

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.
- Organizing 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;
- organisations and digital technologies;
- organisations and sustainability.

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

All lectures are conducted in presence in the delivery mode.
They will therefore consist of:

- 28 lectures of 2 hours conducted in face-to-face delivery mode.

During the lectures, films, organizational cases may be presented and, if possible, testimonials of professionals and colleagues will be offered.
All teaching materials (slides of lectures, texts of organizational cases, films, when possible) are made available on the course elearning site, so that they can also be used by non-attending students.

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 topics covered in class and the exam texts.
There will be no ongoing tests.

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

DECENT WORK AND ECONOMIC GROWTH | INDUSTRY, INNOVATION AND INFRASTRUCTURE