



UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Economic and Work Psychology

2627-3-E2004P025

Learning area

2: Aspetti psicosociali della comunicazione.

Learning objectives

Knowledge and understanding

- The history of work and organizational psychology and its relationship with the social and political changes that have shaped industrialized countries.
- The meaning of work and its recent transformations.
- Psychology in organizational contexts.
- The psychology of money from a historical-genetic perspective.
- The main issues addressed by economic and work psychology, and some of its key areas of research and intervention (organizational change, organizational culture, leadership, group dynamics, saving and investment behaviour, etc.).
- The role and challenges of work and organizational psychology in promoting the ecological transition within 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

The course provides an overview of the main theories and methodologies developed within psychology to analyse work settings and to design interventions at both the individual and the organizational/system level.

Psychological constructs and theories will be presented in relation to the historical and social evolution of work, with particular attention to the emergence and consolidation of contemporary political and economic ideologies.

The course will also introduce key concepts in economic psychology and the psychology of money, adopting a historical-genetic perspective.

Detailed program

- Work: conceptual dimensions and the historical evolution of its meaning.
- The history of economic and work psychology and its development in relation to changes in work and its organization.
- Research and intervention methodologies in work settings.
- Taylor's "revolution" in the organization of factory work.
- Psychological aspects and areas of intervention of psychology in organized work.
- Selected topics for further study: human resource management; work motivation; occupational stress and well-being; leadership and group dynamics.
- Forms of exchange throughout history and the emergence of money.
- The evolution of money: from concrete forms to abstract and credit money.
- Organizational culture and organizational change.
- The challenge of 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 lectures (80% of teaching activities), videos, organizational case studies, guest presentations where possible, and group work (20% of interacting teaching activities). No classes are delivered remotely.

All teaching materials (lecture slides, organizational case study materials, and, where possible, videos) are made available on the course e-learning platform, so that they can also be accessed by students who do not regularly attend classes.

Further details regarding the nature and specific format of the teaching activities will be provided during the first classes.

The course is taught in Italian.

Assessment methods

Assessment of learning outcomes will be based on a written examination followed by a mandatory oral examination.

The written examination consists of a set of closed questions (32 multiple-choice items), with one point awarded for each correct answer. Students who achieve a passing score (18/30) on the written examination will be admitted to the oral examination. The score obtained in the written examination will be taken into account in determining the final grade, but it will not be averaged with the oral examination score.

No mid-term assessments are scheduled.

The written examination is designed to assess the acquisition of the basic concepts and factual knowledge presented during lectures and covered in the required readings.

The oral examination will further explore students' understanding of the topics discussed in class and in the examination texts, assessing their ability to develop arguments, establish connections among concepts, and critically evaluate the content learned.

Assessment will be based on the following criteria:

- 30-30 cum laude: outstanding/excellent performance, demonstrating comprehensive knowledge together with highly developed critical and communication skills.
- 27-29: good/very good performance, with complete knowledge, well-structured and accurately expressed arguments, and good critical analysis skills.
- 24-26: satisfactory performance, demonstrating knowledge of the essential topics, though not always comprehensive or clearly articulated.
- 21-23: adequate performance, with knowledge sometimes superficial and with shortcomings in expression and argumentation.
- 18-20: minimally satisfactory performance, showing basic but superficial knowledge, with significant weaknesses in expression and argumentation.
- Below 18: unsatisfactory performance, characterized by absent or highly deficient knowledge and a lack of understanding of the discipline.

*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 |
RESPONSIBLE CONSUMPTION AND PRODUCTION | CLIMATE ACTION
