UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

SYLLABUS DEL CORSO

Educazione degli Adulti

2627-1-F5703R006

Course title

Title
The issue of the recognition of the organizational suject: a pedagogical and managerial perspective

Topics and course structure

From a pedagogical perspective, the recognition of the individual—and the organizational subject—is viewed as an act of care, attention, and validation of subjectivity within work settings. This approach draws upon the pedagogy of work, self-directed learning support, and the psycho-socio-analytic theories of authors such as Pagliarani and Varchetta.
In terms of human resource management and leadership, recognition constitutes a strategic, cross-cutting practice—ranging from daily feedback to the valuing of tacit skills—capable of fostering engagement, continuous learning, a sense of belonging, and a sense of purpose in one's work.
While this theme forms the second part of the course, the first part critically examines the concept of adult education within organizations and the link between general education and professional training, adopting an educational and training approach rooted in narrative and self-reflective practices.
Students will also design a survey to investigate the issue of recognition within various organizations, including the university itself.

Objectives

This course aims to PROMOTE the following learning outcomes:

Knowledge and understanding: We will seek to develop students' greater awareness of the importance of

understanding the professional contexts in which adults and young adults spend most of their days, with the aim of identifying certain biases in organizational life and leadership, such as the lack of recognition of the individual organizational player;

Ability to connect different knowledge and models: Through reference to texts, not only pedagogical, to research conducted and documented in our country and abroad, and to the points of view emerging from interviews conducted during the course, we will enhance the ability to establish a dialogue between different perspectives, including official and "naive" theories.

Ability to apply knowledge and models: Having examined the main theories on the connection between organizational relational dysfunction, the lack of recognition of workers/professionals, the development of a weak sense of belonging, and individual "survival" strategies, we will seek to integrate the theoretical contributions with the findings of the semi-structured interviews students will conduct on these topics, establishing a connection between theory and applied knowledge. Along this line, we will discuss possible educational/training interventions that could be useful for improving the quality of organizational life.

Independent judgment: The variety of sources examined and classroom discussions are designed to strengthen independent judgment regarding the issues under consideration.

Communication skills: These skills will be fostered in a variety of ways, including through subgroup work during the course, through the nature of lectures aimed at raising doubts and questions, and through field interviews.

Learning skills: We will strive to enhance self-reflective and meta-reflective learning skills. Therefore, developing a decentralized, critical, and pedagogical perspective on the proposed topics will be key.

Methodologies

In keeping with the course's theoretical framework, methods fostering direct student engagement will be employed; students will be encouraged and guided in group work through narrative-based exercises designed to develop metacognitive and critical thinking.

Online and offline teaching materials

It's will use film clips, excerpts from interviews with key witnesses, YouTube sources, ancd excerpts fron novels focused on this theme, along with slides.

Programme and references

Compare above

Assessment methods

Type of Exam* The exam is oral. Attending students will present a project that will be presented towards the middle

of the course, from a wide range of options.
This project (depending on the type) may be completed individually, in pairs, or in small groups of 3-4 people.

Assessment Criteria Students will be assessed based on their precise and in-depth knowledge of the texts included in the reading list. An additional analysis criterion is the ability to develop connections between the various texts and between them and the lectures (obviously, for attending students). A precise and relevant oral presentation that highlights the student's perspective will also be valued.

Office hours

Office hours will be held remotely by prior appointment via email with the professor.

Programme validity

The programs are 2 academic years long.

Course tutors and assistants

Dott. Tino Danesi;
Dott.ssa Elena Mandorino;
Dott.ssa Annamaria Nicolosi;
Dott.ssa Chiara Portesine

Sustainable Development Goals

GOOD HEALTH AND WELL-BEING