UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Work and Organizational Psychology - 1

2627-2-E2403P012-T1

Learning area

Knowledge and skills useful to understand and change the relations among individuals and the psychosocial processes underlying groups, organizations and social systems

Learning objectives

Knowledge and understanding

· History of work and organizational psychology

· Meaning of work and its evolution in recent time

· Research methods and intervention techniques in organizational contexts

· The main theoretical issues of work and organizational psychology (organizational change, work-related stress, work motivation, leadership, group dynamics, etc.)

Applying knowledge and understanding

· Understanding the activity of work and organizational psychologist

· Developing critical thinking about case studies concerning the organizational intervention

Making judgements

Through interactive lessons focused on the discussion of organizational cases, small-group exercises, and guided analysis of materials (e.g., videos) related to work settings, students are encouraged to develop critical thinking and

independent judgment in interpreting psychological phenomena that characterize organizational contexts. Participation in group projects—with the opportunity to present and discuss outcomes with the teacher and peers—fosters critical reflection, exchange of ideas, and the ability to argue one’s position effectively.

Communication skills

The course fosters the development of communication skills through group work on topics related to work and organizational psychology, offering students the opportunity to present and discuss their findings in class with the instructor and colleagues. These activities encourage the use of appropriate technical language and the ability to clearly and coherently convey complex content. Collective discussions of organizational cases and guided analysis of materials also enhance active listening and constructive dialogue.

Learning skills

The course provides conceptual and methodological tools that enable students to continue studying the topics independently beyond the classroom hours. Access to teaching materials via the e-learning platform supports individual learning and allows students to review and deepen their understanding of course content. Exposure to real-life cases and active participation in exercises stimulate personal engagement with the material, promoting a critical and autonomous approach, also in preparation for practical application in work environments.

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 work and organizational psychology and its evolution in relation to the contemporary work transformations;

- Work motivation;

- Job analysis and personnel selection;

- Measurement and performance indicators in workplace settings;

- Attitudes and emotions at work;

- Stress and well-being at work.

- Leadership and work group;

- Theories of organizations;

    - Organizational culture and organizational change.

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

18 two-hour lectures will be conducted in a traditional in-person format;
10 two-hour lectures will be conducted in an interactive, in-person format. In the latter case, the lessons will include the presentation and discussion of organizational cases, small group exercises, and the viewing and discussion of work-related videos.

The materials (especially the lecture slides, the texts of the organizational cases, and, when possible, the videos) will be made available on the course's e-learning page so that they can also be accessed by non-attending students.

Group projects on typical themes of work and organizational psychology will be proposed in the first days of class. The groups will be given the opportunity to present in class and discuss their work with the teacher and colleagues.

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.

Assessment methods

The exam is written (open-ended questions). The questions are designed to assess both the actual acquisition of theoretical knowledge and the ability to address issues typically encountered by work and organizational psychologists. The evaluation criteria include: the acquisition and mastery of the course’s theoretical content, the accuracy of the answers, clarity of expression and use of appropriate technical-scientific language, as well as the ability to argue, summarize, make connections, and critically interpret real-world situations.
No interim assessments are planned.

Participation in the optional activities proposed during the course contributes to the final evaluation. In particular, students who participate in group work will have the option to replace a specific question of the written exam with the evaluation obtained during that activity.

The final grade takes into account the overall score obtained in the examination, according to the following grading scale:

18: barely sufficient knowledge of the essential content; minimal ability to apply, interpret, and discuss the material; limited or imprecise use of technical language.
19–22: sufficient knowledge of the fundamental content, with some uncertainty in applying and/or interpreting it; still partial use of technical language.
23–26: satisfactory and generally accurate knowledge; good ability to apply and understand the content, despite some inaccuracies; generally appropriate use of technical language.
27–30: sound and well-structured knowledge; good command of the content, with the ability to interpret it critically and discuss it independently; precise use of technical language.
30 with honours: broad, in-depth, and fully mastered knowledge; excellent ability in critical analysis, interpretation, and independent argumentation; precise and fully appropriate use of technical language.

Textbooks and Reading Materials

Detailed information about the teaching material will be published on the e-learning page associated with the course.

Sustainable Development Goals

GOOD HEALTH AND WELL-BEING | DECENT WORK AND ECONOMIC GROWTH | INDUSTRY, INNOVATION AND INFRASTRUCTURE