UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Social Perception in Working Contexts

2627-2-F5112P021

Learning area

Social psychology, organizational psychology and decision-making

Learning objectives

Know and understand

- development of the ability to decode/discern the variety of psychological problems in professional practices in the socio-economic field.
- development of knowledge that concerns the specific-concrete phenomena and the techniques of specialist intervention on them (for example in the promotion of well-being, in the processes and interactions within organizations, groups - including minority groups - and between ethnically different groups).
- development of knowledge relating to: the relationship between personal, social and work identity and the impact of social identity on the perception of others and of oneself in work contexts; the relationship between groups within the work context; the effects of stigmatization, of dehumanization processes on the well-being of the worker

Ability to apply knowledge and understanding

- ability to apply, with the aim of activating change, the knowledge acquired in the psycho-social field
- in-depth knowledge of the phases of the methods and tools used in research and interventions relating to social identity and group memberships in work contexts

Autonomy of judgment

- acquisition of the ability to form an autonomous and critical judgment in the evaluation of individual decision-making situations and contexts, organizational contexts, functioning of small groups and communities,

intervention projects in the reduction of hardship, marginalization and inequality, also in relation to the processes of integration of ethnic minorities and socially disadvantaged groups, interventions to promote organizational, social and community well-being, taking into account the principles of professional ethics formulated by the Order of Psychologists.

Communication skills

- Acquisition of communication skills that allow you to interact with other operators within the services and with all the people involved in the identified work areas, in order to facilitate teamwork and collaborate more effectively in your role within the network of services, with other actors at the organizational and community level.

Learning ability

- Acquisition of the ability to learn new developments and trends in both national and international scientific research related to your rapidly evolving skills in the reference disciplines, making use of the knowledge of all specialized bibliographic means and of the various updating initiatives.
- ability to grasp and intercept the stimuli for change that characterize the contexts (organizational, social, economic) within which they will carry out their work activities, in order to be able to apply the knowledge acquired with competence and awareness.

Contents

The course aims to illustrate the theoretical-methodological frameworks necessary to understand the factors (individual, social, cultural and economic) that influence the perception of oneself and others within work contexts with the aim of developing a critical and constructive view on how to analyze and evaluate work contexts and propose interventions to promote human well-being from a psychosocial perspective.

Detailed program

Contents:

- perceiving oneself and others, the importance of work in defining the human being, the relationship between social, work and personal identity and its influence on the perception of oneself and others and on the well-being of the worker
- social groups, stereotypes and diversity in the work context, analysis and interventions to promote positive relationships in work contexts
- stigma and dirty works
- the processes of dehumanization in work contexts: the cognitive and motivational factors that lead to perceiving workers as less human and the consequences on well-being
- the contemporary work context and social perception: the impact of money and the market price mindset on social perception and social relationships

Prerequisites

A good knowledge of the fundamentals of Psychology (in particular Social, Work and Organizational Psychology,

quantitative and qualitative methods) allows for a more informed use of the course contents. Students who have not taken these exams are invited to write to the teacher to have a basic bibliography.

Teaching methods

In addition to lectures in the classroom, part of the teaching takes place through the guided discussion of scientific articles, cases (case studies) and through practical exercises and group work on the topics of the course.
All activities are carried out in person, approximately 42 hours of teaching activity will be organized as frontal lessons (Delivering Teaching), and 14 hours will include classroom discussions, case presentations, group work, carrying out exercises (Interactive Teaching). During the classes, coursework exercises will be proposed, which can lead to a two-point increase in the written exam score.

All the material (lecture notes and scientific articles) is made available on the course's e-learning site, so that it can also be used by non-attending students.

Assessment methods

The exam will be written with optional oral.
The questions will be aimed at ascertaining the effective acquisition of both theoretical knowledge and the ability to critically analyze research and interventions. The evaluation criteria are: the correctness of the answers, the ability to argue, synthesize, create connections, and discuss critically.
For students who request it, an oral interview is also scheduled, on all the topics of the course, which can lead to an increase or decrease of up to 2 points compared to the score of the written exam.

Textbooks and Reading Materials

Detailed information about the teaching material will be published on the e-learning page associated with the course.
Erasmus students can contact the teacher to agree on the possibility of studying from a bibliography in English and/or the possibility of taking the exam in English.

Sustainable Development Goals

GOOD HEALTH AND WELL-BEING | QUALITY EDUCATION | GENDER EQUALITY | DECENT WORK AND ECONOMIC GROWTH | REDUCED INEQUALITIES | PEACE, JUSTICE AND STRONG INSTITUTIONS