UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Technologies and Sustainable Work

2627-2-F5112P019

Learning area

Fundamentals and research methods in social and economic psychology

Learning objectives

Knowledge and Understanding
• Methodologies, processes, and tools for analyzing organizations.
• The concept of sustainable employability as a new paradigm for human resource management in organizations and for work.
Technology in service of people within organizations.
Key elements in the design of technological tools that support individuals at work.

Applying Knowledge and Understanding
• Ability to design interventions using technologies to support employability.
• Ability to develop tools for assessing the dimensions of sustainable employability.

Autonomy of Judgment
• Capacity to formulate autonomous and well-founded judgments regarding current workplace dynamics, particularly in relation to technological integration and ongoing changes in the labor market.
• Development of a critical mindset toward prevailing models of employability.
• Evaluation of the ethical implications of technology use in transforming work processes.

Communication Skills
• Development of communication skills within work teams.
• Enhancement of technology-mediated communication abilities and their application in managing work processes and human resources.

Learning Skills
• Adoption of a multi-theoretical and multi-method approach, encouraging the integration of knowledge from various disciplines (psychology, communication sciences, computer science) to comprehend the complexity of organizational processes.
• Promotion of continuous learning and updating, given the rapid evolution of organizational contexts and the labor market.

Contents

The course is divided into two main parts:

- The first part examines how technology (e.g., robotics, artificial intelligence, and related innovations) is transforming the world of work in Italy, and how the concept of sustainable employability can help understand the evolving dynamics between workers and technology over time.
- The second part focuses on the use of technological tools within organizational processes involving people (e.g., AI and wearables for personnel selection and training; cobots and exoskeletons in manufacturing; AI in teamwork). These applications are consistently analyzed through the lens of sustainable work and sustainable employability.

Detailed program

The course addresses the following topics:

- The labor market in the context of technological innovation and an aging population
- The construct of employability
- Sustainable employability: presentation of a conceptual framework
- Technologies and sustainable employability
- Agile work
- Working with cobots and exoskeletons
- IA in indivual and team work
- Human resource management and the use of technology: implications for job placement and training

Prerequisites

Nothing specific

Teaching methods

The themes of the course are detailed through the description, analyzing and readdressing of cases in small workgroups.
Students will also be asked to engage in individual or group development of a project on the use of technology in organizations.
Half of the lessons, 14 of 2 hours, will be frontal lessons in presence;

The second half of the lessons, 14 of 2 hours, will be carried out in interactive mode, always in person, with work in small groups, discussions of cases in the classroom, even with the presence of external guests, role playing.
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

Oral exam departing from the discussion of project (individually or in group developed) about the use of technology in organizations, previously sent to prof.

Textbooks and Reading Materials

MIglioretti M., (2021). L'occupabilità sostenibile. Edra Edizioni.
Other teaching material, scientific papers, will be published on the e-learning page associated with the course.

Sustainable Development Goals

DECENT WORK AND ECONOMIC GROWTH