UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Organizations and Psychology

2627-1-F5112P002

Learning area

FUNDAMENTALS AND RESEARCH METHODS IN SOCIAL AND ECONOMIC PSYCHOLOGY

Learning objectives

Knowledge and understanding

- Theoretical perspectives in the study of organizational phenomena, with attention to their historical evolution..
- Organisational theory and psychology.
- Problems and challenge of contemporary organisations.

Applying knowledge and understanding*

- Organizational analysis and critical reading of contemporary organizations.
- Intervention in organizations from a transformative and emancipatory perspective.
- Contemporary applied research issues in organisation studies.

Ability to apply knowledge and understanding.

- Understanding of the spheres of action of the occupational and organizational psychologist.
- Understanding of the different logics that can guide organizational interventions.
- Understanding of the challenges and difficulties in intervening in organizational contexts.

Autonomy of judgment

- 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.

Capacity to learn

- 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 considers the main approaches developed over time to explain organisational phenomena, with particular emphasis on the relevance of the psychological perspective. The psychological approach to the study of organisations and to organisational analysis will also be addressed considering the contemporary issues that affect the world of organisations.

Detailed program

- The study of organisations: theoretical and epistemological questions.
- Fundamental elements of the organisational structure.
- Organizing and organisational process.
- Historical perspective about the study of organisational phenomena.
- Psychology and organisations:

- organisational behaviour and organisational action;
- culture;
- sense-making;
- decision-making processes.

- Contemporary themes for study and research in organisations:

- organisations, change, innovation;
- organisations and digital technologies;
- organisations and sustainability.

Prerequisites

Good knowledge of the foundations of Work and Organisational Psychology and Social Psychology facilitate more

fruitful learning of the course contents. Students lacking such basic knowledge are encouraged to ask for a list of primary references

Teaching methods

All classes are delivered in person and are primarily lecture-based (80%). Approximately 20% of the classes may be conducted in an interactive format.
The course therefore consists of:

- 28 two-hour classes delivered in person, in either lecture-based or interactive format. No classes are delivered remotely.
  In addition to lectures, supplementary teaching activities will include the viewing of videos, the discussion of organizational case studies, and, where possible, guest talks by professionals and academic colleagues.
  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

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 | REDUCED INEQUALITIES | CLIMATE ACTION