# . - Psychology of Work and Organisations

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***COURSE AIMS AND INTENDED LEARNING OUTCOMES***

The course has the following aims:

• Acquire the theoretical and conceptual maps for an understanding of some of the most significant phenomena linked to the world of work and organisations.

• Develop the ability to interpret the different organisational contexts in which psychologists operate.

• Provide an initial experience with the methodological devices needed in professional work with individuals and groups at the workplace.

At the end of the course, students will know in detail the evolution of the discipline and the development of the most current issues. They will have consolidated their knowledge of the main psychological constructs in order to understand the relationship of individuals with their work. They will also have consolidated their knowledge of the main psychological phenomena that run through organisational life. This basic knowledge will allow students to identify and understand the main psychological phenomena of work and organisations.

***COURSE CONTENT***

The course offers a survey of the main business scenario developments, from the traditional Taylorist approach to trends linked to the complexity and globalisation of the current context.

Within this framework, the course will explore the realities of organisations and the demands these make on the professionals working within them, with particular reference to the role of the psychologist.

It will, in this way, be possible to focus on the psychological dimensions that characterise the complex relationship between subject, work and organisation, and so identify certain operational and interventional areas entailing the emerging needs and questions to which the psychologist can respond.

In terms of content, after a historical overview of the initial studies that gave rise to the discipline, the course will explore the following issues:

* professional roles, role transitions, and the processes involved in building a work identity;
* analysis of work conduct and professional skills;
* the motivations to work and the psychological contract;
* entry into the world of work and the process of socialisation;
* the working group, the processes of leadership and membership

Some specific aspects of the study of organisations will then be examined: culture, unconscious processes of organisational life, conflict management, learning processes and finally the risks and drifts of organisational life (stress, burnout, mobbing).

***READING LIST***

# Avallone, F. *Psicologia del lavoro e delle organizzazioni. Costruire e gestire relazioni nei contesti professionali e sociali. New edition* Carocci Editore, (2021).

***TEACHING METHOD***

Frontal theoretical lectures will be integrated with the projection of film sequences aimed at further exploring certain topics, and the presentation of case studies and tools typical of psychological work conducted at the workplace. Students will be asked to work with these stimuli in sub-groups in class.

In addition to these teaching methods there will be 2-3 external testimony presentations, with the purpose of enriching the teaching programme with elements that will aid the students' orientation towards professionalisation.

All materials will be made available on the Blackboard platform.

***ASSESSMENT METHOD AND CRITERIA***

An oral exam covering three areas for assessment.

* The first is the critical analysis of a chosen topic studied in depth during the course (should a student attend the practical classes, this question will be replaced with a discussion of the final report on the practical classes)
* The second will cover the topic of Psychology of Work: the psychological dimensions that characterise the complex relationship between subject, work and organisation
* The third will cover the topic of Psychology of Organisations: the realities of organisations and the demands these make, beginning with Morgan's metaphors for studying organisations.

The assessment criteria will take into account the following aspects:

* Knowledge of the theoretical and conceptual paradigms (60% of the score)
* Critical analysis of the theories (20% of the score )
* Transfer and application of conceptual frameworks to context (20% of the score)

***NOTES AND PREREQUISITES***

A study of General Psychology and Social Psychology exams may facilitate an understanding of some of the theories presented during the course.

Further information can be found on the lecturer's webpage at http://docenti.unicatt.it/web/searchByName.do?language=ENG, or on the Faculty notice board.