**Work and organizational psychology**

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

Work and Organizational Psychology is becoming a global science and an arena for professional practice.

In this context the course aims to pursue two macro objectives: the first is to acquire in-depth knowledge (both in general terms and with regard to particular organizational contexts) of the logics and techniques that support managerial processes with specific reference to the process of organizing, leading, learning and knowing; the second refers to the development of the capability to cope with organizational dynamics (relational, reflexive, ethical) in which the managers are involved.

In details the aims of the course are as follows:

– to achieve a deep comprehension of the main drivers of WOP in use across international boundaries;

– to improve learning about knowledge and professional practices dealing with group, inter-group and organizational capabilities;

– to enhance soft skills and critical thinking competences.

At the end of the course the students will be able to:

* Use specific psychological language related to the drivers under study
* Detect in specific organizational context issues and needs connected to the WOP perspective
* Perform in public speaking events presenting the results of their team work
* Providing proper albeit basic organizational analysis related to the firms student meet during the course.

***COURSE CONTENT***

The course will focus on processes of gathering and sharing organizational knowledge as relevant issue of contemporary organizations, with methodological and managerial implications. In a psychological perspective, we endeavour to understand how knowledge relays primarily on relational processes, involving people behaviours, attitudes and motivations. Managing knowledge is more a challenge to undertake rather than the implementation of information systems technology.

The course path follows the exploration of the four key drivers presented:

Unit 1: Knowledge

Unit 2: Relationship

Unit 3: Sense-making

Unit 3: Practice.

During the course we’ll dealing with experiences and cases which have an international acknowledgement, both in the sense of coming from international background and as connected to the possibility to be applied in international contexts.

***READING LIST[[1]](#footnote-1)***

S. Newell-M. Robertson-H. Scarbrough-J. Swan, *Managing knowledge work and innovation,* Palgrave Macmillan, 2010, 2nd edition.

A.L. Cunliffe, *A Very Short,* *Fairly Interesting and Reasonably Cheap Book About Management*, Sage Publications, London, 2013.

*Selected papers*

***TEACHING METHOD***

We will work through traditional lessons, in-group exercises, organizational experiences’ witnesses, paper discussions and presentations, team work, meeting international scholars (we will host as visiting professor Ann Louise Cunliffe, Professor of Organization Studies, Associate Editor of the British Journal of Management). The students will meet two companies, both in class and visiting the plants, providing a basic organizational analysis and giving feed back to the firms in a final public speaking event.

***ASSESSMENT METHOD AND CRITERIA***

Students will asked to produce a present a report about the field project they’ll have dealth with during the course. A peer evaluation of specific soft skills will be held during the course (40% of the final mark). A final written examination will be held as assessment session (the questions will refer to the main contents of the course, with a case study to be analyzed and other questions with open answers – 60% of the final mark).

The evaluation criteria will focus on the acquisition of the basic content, on the ability to process and to connect between the contents proposed in the texts and the material acquired during the course.

For non-attending students, the criteria will concern the acquisition of basic contents and their critical analysis and elaboration, with associations and connections between the various contents, referring to the reading list adopted.

The final mark, expressed in thirtieths, will evaluate the above knowledge and skills according to the following ranges: - incomplete or insufficient knowledge and skills: less than 18; - adequate but not very thorough knowledge and skills and with limited applications to situations and contexts: 18-22; good knowledge and skills, adequately articulated and sufficiently applied to situations and contexts: 23-26; excellent knowledge and skills, well articulated and solidly applied to situations and contexts: 27-30.

***NOTES AND PREREQUISITES***

In case the current Covid-19 health emergency does not allow frontal teaching, remote teaching will be carried out following procedures that will be promptly notified to students.

1. I testi indicati nella bibliografia sono acquistabili presso le librerie di Ateneo; è possibile acquistarli anche presso altri rivenditori. [↑](#footnote-ref-1)