# Psychology of Relationships (Psychology of Work and Organisations)

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COURSE AIMS AND INTENDED LEARNING OUTCOMES

The course has three aims. The first is to furnish students with the knowledge and theoretical-conceptual basics of the psychological perspective in some of the central topics of relationship, work, and organisation psychology. The second is to develop a conscious understanding of the relational dimensions in work environments, focusing on the person who acts, influences, and is influenced by group and organisational dimensions. The third is to explore certain operational means to support managers in their management of relationships in the work environment.

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

* use the knowledge acquired to read and interpret situations and aspects of working and organisational life;
* know how to consciously position oneself within organisational contexts, one's role and in relationships with others;
* use the tools acquired and tried out during the course in their work.

COURSE CONTENT

The course, rooted in the psychological approach, is structured around six modules, each focusing on a specific topic. Each topic will be dealt with by exploring the key issues and related concepts, encouraging a critical reading of these elements and their application in professional practice.

Topics to be covered will include:

1. Personality and subjectivity in working contexts
2. Interpersonal communication
3. The group and its dynamics
4. People management
5. The interview as an instrument of work and relationships
6. Taking care of one's well-being in one's working life and in organisational contexts

READING LIST

EH Schein, La consulenza di processo: come costruire le relazioni d'aiuto e promuovere lo sviluppo organizzativo. Raffaello Cortina Editore, 2001. (Whole volume)

Articles, video materials and case studies will be communicated and made available online on the Blackboard platform reserved for students enrolled in the course.

For students interested in further information, we recommend the text:

AL Cunliffe, *Il management. Approcci, culture, etica,* Raffaello Cortina Editore, 2017.

TEACHING METHOD

This blended course includes face-to-face activities (50%) and distance activities (50%). On-site activities make use of interactive lectures, case studies and plenary reflection workshops. Distance activities include the use of video lectures (asynchronous), and practical webinars involving the investigation of case studies and topics with live feedback (conducted synchronously via web conference). The course's analysis program will be communicated in the detailed Syllabus, available on Blackboard. The topics covered in the webinars will be communicated in class and on Blackboard from time to time by the lecturers.

ASSESSMENT METHOD AND CRITERIA

Ongoing assessment

For students who opt for an ongoing assessment: 50% of the assessment will be based on two tests (a classroom test worth 20% and a group assignment worth 30%) administered during the course, according to the content and timings that will be published in the Blackboard area reserved for students enrolled in the course; 50% of the assessment will be based on a final oral test. The final exam may only be taken following a positive assessment on the tests delivered during the course. In order to pass the exam, the final test (to be taken in one of the 3 exam sessions following the end of the course) must be passed.

Single summative assessment

For students who opt for a single assessment during the exam session, the exam is divided into an oral exam on the entire content of the course (reference text, teaching materials such as video lectures, slides presented in class, videos suggested in the syllabus, articles and case studies used during webinars and live feedback).

NOTES AND PREREQUISITES

No prior knowledge of psychological studies is required.

Should the current Covid-19 health emergency not allow face-to-face teaching, remote teaching will be carried out following procedures that will be communicated in good time to students.

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.