# Philosophical Foundations of Organisational Psychology

## Prof. Roberta Corvi

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

The course aims to identify and understand the philosophical foundations of organisational psychology. To this aim, the course deals with complexity as a fundamental category for the understanding of organisation systems and paradigms by revealing the basic characteristics of knowledge both in terms of constructing models as well as applying general models to particular contexts.

*Knowledge and understanding*. At the end of the course, students must be able to recognise and use the tools offered to psychology by philosophical reflection; students will be able to analyse a problem concerning organisation, management of human resources and communication; they will be able to make explicit the implicit aspects of explanation and application models. Furthermore, students will also be able to identify the main elements which characterize a case and to describe their function within the specific context.

*Ability to apply knowledge and understanding*. At the end of the course, students will be able to apply the tools learnt through philosophical reflection to organisational contexts in order to suggest hypothetical solutions and critically evaluate their hypotheses and any alternative solutions.

***COURSE CONTENT***

Unit 1. Epistemological foundations of psychology;

* episteme o doxa?

Unit 2. Knowledge models in contemporary philosophy;

* strong model and weak models.

Unit 3. Knowledge elaboration and paradigm plurality;

* method and purpose of knowledge;
* point of view and results.

Unit 4. The contribution of contemporary thought to organisational theory:

* organisations as complex systems;
* *component approach* and *system approach*.

Unit 5. Systemic approach and complexity management;

* the relationship as a fundamental category of complexity;
* subjectivity and intersubjectivity.

***READING LIST***

L. von Bertalanffy, *Teoria generale di sistemi*, Mondadori, Milano 2004, pp. 25-35, 195-201, 221-229, 285-301, 313-335.

E. Cassirer, *Saggio sull’uomo*, Armando, Roma 2004, pp. 77-103, 125-133.

K. Popper, *Conoscenza oggettiva*, Armando, Roma 2015, pp. 277-287, 301-304.

P. Watzlawick – J. Beavin – D. Jackson, *Pragmatica della comunicazione umana*, Astrolabio Ubaldini, Roma 2017, pp. 13-59.

A. C. Bosio – L. Morelli, *Trans-disciplinarietà: prove di dialogo fra scienze*, «Vita e Pensiero», 2015 (98), pp. 123-129.

***TEACHING METHOD***

Lectures.

***ASSESSMENT METHOD AND CRITERIA***

Oral exam. Supported by PowerPoint slides (optional), students shall present an analysis of either a case encountered during their training path or a psychological theory, making critical use of the categories learnt during the course. One or two questions on the course topics will complete the exam. Both parts will contribute 50% to the final mark.

Assessment will consider the following criteria and levels:

* Relevance and accuracy of the assimilated information (pass);
* Relevance and accuracy of the assimilated information; ability to identify conceptual connections (fair);
* Relevance and accuracy of the assimilated information; ability to identify conceptual connections (good);
* Relevance and accuracy of the assimilated information; ability to identify conceptual connections; ability to argue; linguistic appropriateness of presentation (excellent).

***NOTES AND PREREQUISITES***

There are no prerequisites for attending the course.

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.

Further information can be found on the lecturer's webpage at [http://docenti.unicatt.it/web/searchByName.do?language=ENG](http://docenti.unicatt.it/web/searchByName.do?language=ENG%22%20%5Ct%20%22_blank), or on the Faculty notice board.