# Psychology of Training and Organisational Learning

## Prof. Barbara Bertani; Prof. Umberto Frigelli, Prof. Alessandro Mocca

COURSE AIMS AND INTENDED LEARNING OUTCOMES

In line with the general objectives pursued by the LM, the general course aims are the following:

***– Knowledge and understanding***: acquire critical and in-depth knowledge on the individual's functioning at work and in organisations, and on the processes of organisational learning and training design aimed at developing professional and organisational cultures.

– ***Ability to apply knowledge and understanding*:** developknowledge and understanding of the main theoretical and methodological references related to the processes of training, organisational change and social design.

Intended learning outcomes

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

–Master articulated and in-depth theoretical-conceptual frameworks within which the main approaches to training and organisational learning are located, in order to encourage reflections on the relationship between training, adult learning and the development of organisations.

–Know the guidelines and reference coordinates for developing skills in designing and evaluating training and organisational actions in different areas and organisational contexts.

–Appropriately use a glossary consistent with the psychology of training and with organisational development.

–Analyse the main training and learning logics of organisations and their connection with specific organisational contexts.

–Design training intervention hypotheses in terms of the first prefiguration, as well as appropriate and relevant settings.

–Identify appropriate methods and tools for certain training settings.

COURSE CONTENT

**Module 1:** Organisational Learning (Prof. Umberto Frigelli)

In this unit, a number of organisational development and organisational learning models will be explored. Through external cases and testimonies, students will also learn about and see examples of the relationship between individual and organisational knowledge, the development methods of organisational learning, and its applications.

**Module 2**: In this unit, within the various types and organisational needs, a number of training and evaluation tools will be proposed that recognise the need to start from the problems that people create and face in different organisational contexts. (Prof. Barbara Bertani)

**Module 3:** Demand analysis, classroom design and management. (Prof. Alessandro Mocca)

READING LIST

Lecturers will communicate the reading list at lectures.

TEACHING METHOD

The working methodology includes moments of discussion with experts and external interlocutors, the analysis and elaboration of concrete experiences and training situations, and the use of simulations for a better focus and systematisation of the variables addressed.

ASSESSMENT METHOD AND CRITERIA

For the purposes of assessing the knowledge and skills acquired, in addition to the final oral exam (60% of the final mark), there will also be a paper that will focus on a topic to be defined with the lecturers. (40% of the final mark).

The oral exam will consist of an individual interview aimed at verifying:

* the articulation and quality of formal knowledge and specialist vocabulary;
* the ability to draw links between theory and practice;
* the connection between experiences/content proposed in the course and professional skills.

The final mark, expressed out of thirty, will assess the above knowledge and skills according to the following ranges: - incomplete or insufficient knowledge and skills: less than 18; - adequate but not very complete knowledge and skills, with limited applications to planning in practice: 18-22; - good knowledge and skills, adequately articulated and sufficiently applied to planning in practice: 23-26; - excellent knowledge and skills, well-articulated and solidly applied to planning in practice: 27-30.

NOTES AND PREREQUISITES

Students should possess basic knowledge of the psychology of work and education, as well as the process methodology of applied psychosocial research.

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.