# Psychology of Work and Organisation

## Prof. Silvio Carlo Ripamonti

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

The aim of the course is for students to acquire a theoretical and critical knowledge that will allow them to read and understand the organisational contexts in which the psychologist works. A second aim will be the acquisition of theoretical-conceptual maps for understanding some of the most important phenomena linked to the world of work and of organisations. The course intends to develop critical and in-depth knowledge of the subject's functioning at work and in organisations.

Finally, the course allows students to learn about the methodological-instrumental devices useful for professional work with people and groups in organisations.

Intended learning outcomes

Knowledge and understanding

The course intends to teach recognition of the main developments of the working scenario, from the traditional approach of Taylor to trends linked to the complexity and globalization.

Inside this picture, there will be an in-depth study of the features of the current organizational scene and the responses that arise from it for the professional working within it, with special reference to the psychologist.

In this way it will possible to discuss the psychological aspects that imply the complex relationship between the subject and the organization and the principal working areas and of intervention that are opened in terms of emergent needs and demands to which the psychologist can respond.

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

* Analyse work contexts and relations using conceptual categories presented during lectures
* Analyse exchange relations between individuals, work groups and organisations;
* Interpret the most topical phenomena within debates about managing conflict at work, stress and mobbing;
* Interpret the functioning of an organisation beginning with the analysis of its culture.

Autonomous judging skills

* Being able to propose their own assessment of the theories and authors presented
* Being able to formulate their own assessment of the issues addressed

Communication skills

* Knowing how to communicate information and ideas effectively, as well as discuss problems and solutions.

***COURSE CONTENT***

The course comprises two 30-hour modules divided into subunits

MODULE 1: *The man at work*

Unit 1: The Fundamentals of Labour Psychology

* the history of labour psychology;
* the authors of reference who founded the discipline;
* recent developments in the discipline.

Unit 2: People at work

* the construction of work identities given the flexibility needed by different work contexts;
* work in contemporary organisations;
* knowledge and learning in organisations;
* collaboration in working groups;
* motivation to work.

MODULE 2: *The emerging organisational scenarios*

Unit 3: Organisations in the world of work

* the organisational forms of contemporary work;
* organisational cultures;
* leadership;
* organisational change and development.

Unit 4: In-depth topics

* consumer marketing and Social Media Marketing;
* organisational communication;
* change management.

There will also be talks given by external experts, from a perspective of integration of the training offer and teaching synergy intended as a common pressure towards learning directed at increasing the professionalization of students.

***READING LIST***

Course books

* (1) Avallone F., *Psicologia del lavoro e delle organizzazioni*, Carocci, Roma, 2021.

Chapters: 1, 2, 3, 6, 7, 10, 11, 12,13,14, 16, 17, 20, 21, 23, 24, 26, 27, 28

* (2) Clot Y., *La funzione psicologica del lavoro*, Carocci, 2006.Y. Clot, *La funzione psicologica del lavoro*, Carocci, 2006.

*Students* will complete their preparation for the examination studying one of the following books:

* (3) C. Balducci, *Gestire lo stress nelle organizzazioni*, Il Mulino, 2015
* (4) L. Ferrari, *Alle fonti del kafkiano. Lavoro e individualismo in Franz Kafka*, Vicolo del Pavone, 2014.
* (5) A. Lo Presti, A. Landolfi, *Gestire il mobbing nelle organizzazioni*, Il Mulino, 2021.
* (6) D. De Masi, *Smart working. La rivoluzione del lavoro intelligente*, Marsilio, 2020.

Suggested reading:

* F. Rotondi, F. Manili, *Il lavoro ibrido*, Angeli, 2022

***TEACHING METHOD***

Traditional teaching of theory and practical lessons; selected film; in-depth study of certain topics also with external experts; setting up virtual learning groups/communities.

***ASSESSMENT METHOD AND CRITERIA***

The exam takes place in two parts, **both** compulsory for all students:

1. a written exam on the general part consisting of 60 multiple choice questions referring to the manual (text 1 of the bibliography). To gain admission to the oral exam, students must have passed the written test with a minimum mark of 15 (30 correct answers);

2. an oral exam consisting of an interview on the contents of the 4 course units, on text no. 2 and on a text of the student's choice. In the oral part, students are assessed most especially on their ability to create links and identify applications in the topics explored. The written exam assesses students' knowledge of the course contents, distinctions and key concepts, the authors, theories and models. The oral exam assesses students' abilities to orient themselves between topics and to rework their knowledge.

The 60 questions of the written exam will be of equal weight, each evaluated with the following mark: 0 in case of no answer, +0.5 in case of a correct answer (minimum mark to be achieved is 15 corresponding to 30 correct answers to gain admission to the oral exam). The outcome of the oral interview will be marked and may vary from 0 to 30 on the basis of the correctness and completeness of the answers. Specifically, the assessment will focus on the relevance, precision and completeness of the student's answers, their appropriate use of the specific terminology, the reasoned and coherent structuring of their discourse, and their ability to identify conceptual links and open questions. The final mark is out of thirty and is based 50% on the mark for the written exam and 50% on that for the oral interview.

***NOTES AND PREREQUISITES***

Students should be familiar with the basic concepts and categories covered during Social Psychology courses.

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 or on the Faculty notice board.