# Work and Organizational Psychology

## Prof. Mara Gorli; Prof. Matthijs Bal

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

The objectives of the course are twofold. First, the course addresses the societal transformations and articulates a conceptual perspective capable to sensibilize and to problematize some actual dilemmas and concerns at work and in organizations. Students are expected to learn how world complexities and societal, political economic and ideological logics influence organizational processes and the experiences at workplace. Second, the course assumes a relational perspective and stimulates the understanding of how it is possible to inhabit the actual organizational contexts and to develop competences with respect to communication processes, group dynamics, and practical orientations to ethics, values and cultural sensitivities.

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

* problematize, identify and understand some of the actual challenges that impact on organizational workplaces and on workers in local and global context (knowledge);
* understand the different ideological logics that may inspire organizational and managerial responses, with regards to ethical and responsibility issues (knowledge);
* understand the theoretical foundations and conceptual key-pillars of a critical work and organizational psychology in multi-cultural contexts (knowledge);
* observe and critically reflect on ethics, values and cultural issues in complex organizational contexts (transferable skill);
* develop a critical reflexivity for personally contributing to the development of sustainable workplaces (transferable skill);
* analyze, interpret, and evaluate the personal positioning with respect to relational competences in multi-cultural group work (transferable skill).

***COURSE CONTENT***

Module 1

Societal, political-economic and ideological influences on organizations and workplaces, with an emphasis on critical reflexivity in applying work psychological constructs.

Module 2

The relational perspective at work: communication processes, group dynamics and cultural issues impacting on the relationship between the person and the work experience.

***READING LIST***

Required readings

Pérez-Nebra, A., Sklaveniti, C., Islam, G., Petrović, I., Pickett, J., Alija, M., ... & Sanderson, Z. (2021). COVID-19 and the future of work and organisational psychology. SA Journal of Industrial Psychology, 47(1), 1-9.

Bal, P. M., & Dóci, E. (2018). Neoliberal ideology in work and organizational psychology. European Journal of Work and Organizational Psychology, 27(5), 536-548.

Bal, M. (2017). Dignity in the workplace: New theoretical perspectives. Springer (Chapter 1 of the book)

A. Cunliffe (2021) A Very Short, Fairly Interesting and Reasonably Cheap Book about Management. SAGE

Further required readings will be published in Blackboard.

***TEACHING METHOD***

Throughout the course a variety of teaching methods is used to encourage active learning. We combine formal and interactive teaching with projects, audiovisuals, role-plays, simulations, case histories, managers and entrepreneurs’ speeches. Blackboard online system will be intensively used for uploading the materials as well as for interacting with students.

***ASSESSMENT METHOD AND CRITERIA***

 Students can choose between a multiple assessment route and a single assessment route.

*Multiple assessment route*

Students are evaluated through interim written tests, at the end of Module 1. The test includes 2 open theoretical questions concerning the contents developed in the first module (weight: 40% of the total exam, 20% for each question).

At the end of the course, students are evaluated through a Group Project (weight: 40% of the total exam). Group Project will be illustrated during the course and instructions and guidelines will be published in Blackboard.

The evaluation is concluded with a final written test composed of one theoretical question on Module 2 and an individual reflection question regarding the Group Project (weight: 20%, divided into 10% theoretical question + 10% individual reflection).

For a PASS in the multiple assessment route, the following conditions must be met: (i) the interim written test is mandatory and the received grade must be greater than or equal to 18; (ii) the mark for the group project and the final written test must be greater or equal to 18. Students who do not pass the multiple assessment route are evaluated according to the single assessment route. Even though attendance is not mandatory for a PASS in the multiple assessment route, it is strongly recommended.

*Single assessment route*

The exam consists of a written test, composed by and 4 conceptual/theoretical questions (weight: 15% each question) 2 practical open questions, connected to practical implications (weight: 20% each question).

Even though attendance is not mandatory for a PASS in the single assessment route, it is strongly recommended.

*Assessment criteria*

The student's preparation is evaluated according to grading scales which are published in Blackboard.

***NOTES AND PREREQUISITES***

*N. ECTS* - 8

*Enrollment requirements* – No previous knowledge on psychology is required. Students need to engage on active participation to connect theoretical aspects to a practice- oriented view.

*Language of instruction* - English

*Attendance –*Even though attendance is not mandatory for a PASS, it is strongly recommended.

*Associated courses* – HR Management and Cross-cultural Management

*International dimension* – International teaching materials are used throughout the course.

*Business connection* - The course makes extensive use of contemporary organizational cases and examples. Examples may also be supported by guest speakers from business companies, or experiential cases brought from organizational interventions.

*Professional context* - In professional life, the capacity to develop a critical perspective to understand work processes and to develop relational competences to deal with them is key to to position oneself in organizations, to develop professional plans and to contribute to co-create sustainable workplaces.

*Further information* – Additional information regarding the course schedule and delivery, learning assessment, expectation and policies, general announcements, and additional course materials will be posted on Blackboard.