# Psychology of Relationships (Psychology of Work and Organisations)

## Prof. Mara Gorli; Prof Luciana La Maida

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

The course has three aims. The first is to provide students with the knowledge and theoretical-conceptual frameworks 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 some operational means for supporting managers in governing relationships in the work environment.

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

* use their newly acquired knowledge to read and interpret different situations in their working life;
* find the best way to position themselves within different organisational contexts, both in terms of role and relationships with other people;
* apply to their working life the tools acquired during the course.

***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 its key issues and related concepts, encouraging a critical reading of these elements and their application in professional practice.

Topics covered will include:

1. Personality and subjectivity in work contexts
2. Interpersonal communication
3. The group and its dynamics
4. The interview as an instrument of work and relation
5. Motivation
6. Stress and its management within the context of working life and change.

***READING LIST***

E.H. Schein, *La consulenza di processo: come costruire le relazioni d'aiuto e promuovere lo sviluppo organizzativo.* Raffaello Cortina Editore, 2001 (the entire 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 reading further, the following text is recommended:

A.L. 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%). Face-to-face activities are based on the use of interactive lectures devoted to contextualisation, case studies and plenary reflection workshops. Distance activities include the use of video lectures (asynchronous), practical webinars involving the investigation of case studies and topics, and live feedback (conducted synchronously via webconference). The detailed syllabus will be communicated in the detailed Syllabus section on Blackboard. The topics covered in the webinars will be communicated at lectures and on Blackboard from time to time by the lecturers.

***ASSESSMENT METHOD AND CRITERIA***

1. *Ongoing assessment*

For students who opt for the ongoing assessment: 50% of the assessment will be based on two tests (a test in class - weight of 20% - and a group assignment - weight of 30%) assigned during the course as per the content and timelines 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 test may only be taken following a positive assessment of the tests assigned during the course. In order to pass the exam, the final test (to be taken on just one of the 3 exam dates following the end of the course) must be passed.

1. *Single summative assessment*

Students who opt for a single assessment during the exam session will take an oral exam on the entire course content (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***

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.