

**COURSE OF STUDY PSYCHOLOGY LM 51
(YEAR OF ENROLLMENT 2021-2022)
ACADEMIC YEAR 2023/24
ACADEMIC SUBJECT
CARRER MANAGEMENT AND ORGANIZATIONAL DEVELOPMENT**

General information	
Year of the course	<i>II</i>
Academic calendar (starting and ending date)	<i>I semester (October 2023-January 2014)</i>
Credits (CFU/ETCS):	12 CFU
SSD	<i>Work and Organizational Psychology – M-PSI/06</i>
Language	<i>Italian</i>
Mode of attendance	<i>Not compulsory</i>

Professor/ Lecturer	
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Department and address	<i>Room 310 - Palazzo Chiaia Napolitano Via Crisanzio 42</i>
Virtual room	<i>MS Teams password 5p6zqnr</i>
Office Hours (and modalities: e.g., by appointment, on line, etc.)	Tuesday 10-12 and on Teams upon appointment if requested by the Student

Work schedule			
Hours			
Total	Lectures	Hands-on (laboratory, workshops, working groups, seminars, field trips)	Out-of-class study hours/ Self-study hours
300	42	60	198
CFU/ETC			
12	6	6	

Learning Objectives	The course is addressed to transfer knowledge and skills useful to understand, interpret and support the processes behind formal and informal interactions in organizations, behind the relationships in groups also with reference to the management of diverse minorities. The final goal of the course is to inform students about the potentialities of Human Resource Management from a psycho-social perspective and about its impact on organizational performance.
Course prerequisites	Students would need to have basic skills in work and organizational psychology and some methodological skills to develop tools for psycho-social research (data collection and analysis).

Teaching strategie	The course involves the use of traditional frontal teaching aimed at acquiring the theoretical knowledge required by the course; of practical group exercises aimed at analyzing and solving business cases, at planning interventions aimed at identifying human resource development strategies, at building tools for
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	organizational consultancy
Expected learning outcomes in terms of	
Knowledge and understanding on:	Students would be able to connect knowledge coming from the different disciplinary fields explored during past education and develop a critical reading of the organizational complexity
Applying knowledge and understanding on:	Students would be able to apply this knowledge by using qualitative and quantitative methodologies as to plan and realize organizational interventions
Soft skills	<ul style="list-style-type: none"> • <i>Making informed judgments and choices</i> <ul style="list-style-type: none"> ○ Students would be able to develop and autonomous and critical judgment as to evaluate different organizational contexts. • <i>Communicating knowledge and understanding</i> <ul style="list-style-type: none"> ○ Students would be able to use efficiently the main tools of organizational communication both at an interpersonal as well at a mediated level. <p><i>Capacities to continue learning</i></p> <ul style="list-style-type: none"> ○ Students would be able to develop a metacompetence allowing them to learn how to learn thus enhancing not only the formal dimension of knowledge but also its non formal and informal ones
Syllabus	
Content knowledge	<ul style="list-style-type: none"> – Human resource management – learning new skills at work – organizational behaviour and learning – Human resource development. – workplace learning – Motivation in workplace learning – Gap analysis in workplace learning – Designing and managing organizational learning
Texts and readings	<p>Argentero, P., Piccardo, C., Cortese, C.,(2021). <i>Psicologia delle risorse umane</i>. Cortina: Milano</p> <p>Fraccaroli, F., (2010). <i>Apprendimento e formazione nelle organizzazioni</i>. Il Mulino: Bologna</p> <p>Guglielmi, D., Chiesa, R., (2021). <i>Orientamento Scolastico e Professionale</i>. Il Mulino Bologna</p>
Notes, additional materials	<i>Further readings and tools will be provided during educational activities</i>
Repository	<i>Study materials will be available on the official page of the department linked to the teacher's profile.</i>

Assessment	
Assessment methods	The preparation will be assessed through a final oral exam. This modality will allow to assess knowledge acquisition transferred through frontal lessons. During the course, simulations and team-works will allow to assess skills and abilities acquisition as for training design and organizational intervention. Moreover, soft skills related to communication, critical thinking and public speaking will be assessed as well. For those who would like to measure themselves with an intermediated exam, the simulation of a training session in a fantasy organization will be organized to assess their abilities in planning and performing teaching with adults. The contents will be sorted out from one of the textbooks.
Assessment criteria	<ul style="list-style-type: none"> • <i>Knowledge and understanding</i> <ul style="list-style-type: none"> ○ Ability to develop cognitive mapping articulating new knowledge with the previous one • <i>Applying knowledge and understanding</i> <ul style="list-style-type: none"> ○ Ability to make concrete exemplifications and to recall case studies referred to

	<p>the topics covered</p> <ul style="list-style-type: none"> • <i>Autonomy of judgment</i> <ul style="list-style-type: none"> ○ Ability to develop a personal point of view on the issues debated • <i>Communicating knowledge and understanding</i> <ul style="list-style-type: none"> ○ Argumentative abilities, use of the proper scientific language • <i>Communication skills</i> <ul style="list-style-type: none"> ○ Convey ideas and information through the use of spoken language, use of non-verbal and visual communication • <i>Capacities to continue learning</i> <ul style="list-style-type: none"> ○ Ability to re-elaborate the contents learnt and to internalize them
Final exam and grading criteria	The final evaluation will be the outcome of the eventual intermediate assessment performed through the simulation (this will be assessed basing on the ability to transfer knowledge and abilities in training to a concrete setting and on the ability to customize the contents chosen), plus the oral exam that will be assessed basing on students' pertinence, exhaustiveness and argumentation abilities.
Further information	
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