

COURSE OF STUDY PSYCHOLOGICAL SCIENCE AND TECHNIQUES (L-24)
ACADEMIC YEAR 2023/24
ACADEMIC SUBJECT
PSYCHOLOGY OF ORGANIZATIONAL BEHAVIOR

General information	
Year of the course	<i>III</i>
Academic calendar (starting and ending date)	<i>I semester (October 2023-January 2024)</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	
Name and Surname	Amelia Manuti
E-mail	amelia.manuti@uniba.it
Telephone	0805714043
Department and address	<i>Room 310 - Palazzo Chiaia Napolitano Via Crisanzio 42</i>
Virtual room	<i>MS Teams codice 5p6zqnr</i>
Office Hours (and modalities: e.g., by appointment, on line, etc.)	Tuesday 10-12 (time and day could be changed as a consequence of the classes timetable)

Work schedule			
Hours			
Total	Lectures	Hands-on (laboratory, workshops, working groups, seminars, field trips)	Out-of-class study hours/ Self-study hours
150	28	20	102
CFU/ETCS			
6	4	2	

Learning Objectives	The course aims to promote the acquisition of basic and specialized knowledge regarding the psycho-social analysis of organizational contexts, the identification of specific hard and soft variables related to different outcomes in terms of organizational behavior. Particular attention is paid to the definition of possible interventions in terms of human resources management aimed at enhancing the effectiveness and efficiency of the organization.
Course prerequisites	Students should display knowledge about organizational analysis with specific reference to group dynamics and individual and collective psycho-social processes

Teaching strategie	The course involves the use of traditional frontal teaching aimed at acquiring the theoretical knowledge required by the course; practical group exercises, through the use of case studies, in order to acquire skills in analyzing organizational problems and planning possible interventions aimed at solving organizational problems; and testimonials, useful for acquiring more information about the profession of work and organizational psychologist and for orienting oneself towards future choices
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Expected learning outcomes in terms of	
Knowledge and understanding on:	Students will have to acquire the ability to analyze the social context of reference, psycho-social knowledge applied to organizational behavior and knowledge related to group dynamics
Applying knowledge and understanding on:	Students will have to acquire the ability to plan interventions and build tools for analyzing and reading contexts
Soft skills	<ul style="list-style-type: none"> • <i>Making informed judgments and choices</i> <ul style="list-style-type: none"> ○ At the end of the course, students should have acquired negotiation, problem solving and decision making skills. • <i>Communicating knowledge and understanding</i> <ul style="list-style-type: none"> ○ At the end of the course, students should have developed public speaking and teamwork skills • <i>Capacities to continue learning</i> <ul style="list-style-type: none"> ○ At the end of the course, students should have developed the ability to summarize and re-elaborate the contents learned
Syllabus	
Content knowledge	<ul style="list-style-type: none"> – Hard and soft variables in organizations – Organizational design – Normative and retributive systems – Human resource management – Climate, Culture and Communication – Socialization – Motivation and commitment – Conflict management – Work life balance – Sustainability – Organizational change.
Texts and readings	Chmiel, N., Fraccaroli, F., Sverke, M., (2019). <i>Introduzione alla Psicologia delle Organizzazioni</i> . Il Mulino Bologna
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 written exam asking to argue open answers. This modality will allow to assess knowledge acquisition transferred through frontal lessons. During the course, simulations and teamwork will allow to assess skills and abilities acquisition as for the planning and analysis of the workplace. Moreover, soft skills related to communication, critical thinking and public speaking will be assessed as well.
Assessment criteria	<ul style="list-style-type: none"> • <i>Knowledge and understanding</i> <ul style="list-style-type: none"> ○ synthesis and organization of contents with some links to previously acquired knowledge • <i>Applying knowledge and understanding</i> <ul style="list-style-type: none"> ○ abilities to use knowledge to organizational intervention • <i>Autonomy of judgment</i> <ul style="list-style-type: none"> ○ critical reasoning • <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

	<ul style="list-style-type: none">• <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 exam will be articulated into 6 questions upon the contents discussed in the course. To each question a score from 1 (the lowest) to 5 (the higher) will be attributed with reference to the following criteria: pertinence, exhaustiveness and argumentation of the answer. The final mark is expressed in 30 the minimum is 18. The final mark will be related to the abilities of students to show mastering in the criteria previously indicated
Further information	
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