General Information	
Academic subject	Career management and organizational development
Degree course	Psychology
Curriculum	Work and Organizational Psichology
ECTS credits	12
Compulsory attendance	No
Language	Italian

Subject teacher	Name Surname	Mail address	SSD
	Amelia Manuti	amelia.manuti@uniba.it	MPSI/06

ECTS credits details	12		
Basic teaching activities	Face to face		

Class schedule	
Period	I Semester Academic Year 2019/20
Year	I
Type of class	Lecture- workshops

Time management	
Hours measured	80
In-class study hours	220
Out-of-class study hours	

Academic calendar	
Class begins	
Class ends	

Syllabus	
Prerequisite requirements	Students should be able to understand the dynamics underlying the main processes within the organizational context, e.g. group relations, conflict development, leadership with reference to specific target groups such as for instance men vs women, cultural differences, young vs mature workers, etc.
Expected learning outcomes	Knowledge and understanding: students would be able to connect knowledge coming from the different disciplinary fields explored during past education and t develop a critical reading of the organizational complexity.

Applied knowledge and understanding: Students would be able to apply those knowledge by using qualitative and quantitative methodologies as to plan |

	and realize organizational interventions. Judgment autonomy: Students would be able to develop an autonomous and critical judgment as to evaluate different organizational contexts. Communicative skills: students would be able to use efficiently the main tools of organizational communication both at an interpersonal as well at a mediated level. Learning skills: 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.
Contents	- Human resource management - learning new skills at work, - organizational behavoiur and learning - Human resource development. - workplace learning; - Motivation in workplace learning; - Gap analysis in workplace learning, - Designing and managi - organizational learning.
Course program	
Bibliography	Argentero, P., Piccardo, C., Cortese, C.,(2010). Psicologia delle risorse umane. Cortina: Milano Fraccaroli, F., (2010). Apprendimento e formazione nelle organizzazioni. Il Mulino: Bologna Sarchielli, G., Toderi, S., (2012) Sviluppare la carriera. Il Mulino Bologna
Notes	
Teaching methods	Academic lessons, simulations, role playing sessions
Assessment methods	The preparation will be assessed through a final oral exam. This modality will allow to assess knowledge acquisition transferred thorugh frontal lessons. During the course, simulations and teamworks 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. For those who would like to measure themselves with an intermediated exam, a simulation of an organizatonal learning session will be organized to assess their abilities in planning and performing teaching with adults.
Further information	