

COURSE OF STUDY Pedagogical Sciences

ACADEMIC YEAR 2023/24

ACADEMIC SUBJECT Training Psychology

General information	
Year of the course	I
Academic calendar (starting and ending date)	II semester (March 2024-May 2024)
Credits (CFU/ETCS):	6 CFU
SSD	Work and Organizational Psychology – M-PSI/06
Language	Italian
Mode of attendance	Not compulsory

Professor/ Lecturer	
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Department and address	Room 203- second floor - Palazzo Chiaia Napolitano Via Crisanzio 42
Virtual room	ulplw84
Office Hours (and modalities: e.g., by appointment, on line, etc.)	Thursday 10-12 (previa prenotazione tramite mail)

Work schedule			
Hours			
Total	Lectures	Hands-on (laboratory, workshops, working groups, seminars, field trips)	Out-of-class study hours/ Self-study hours
150	28	30	102
CFU/ETCS			
6	4	2	

Learning Objectives	The course aims to provide students with in-depth knowledge and application skills in the analysis of needs, preparatory to training planning, in the training planning, in the provision of training interventions and in the evaluation of the same, considering the personal and organizational variables involved in the process
Course prerequisites	Basic knowledge in the field of psychology and adult learning processes; ability to read and understand individual and group dynamics in different learning contexts

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 training interventions aimed at identifying human resource development strategies
Expected learning outcomes in terms of	
Knowledge and understanding on:	Students must be able to establish connections between different areas of disciplinary knowledge acquired in the course of studies; they will have to develop a critical reading of the complexity of design, delivery and learning processes in training.

Applying knowledge and understanding on:	Students must be able to apply the knowledge acquired through the use of qualitative and quantitative methodologies in order to plan, design and implement training path to develop soft skills.
Soft skills	<ul style="list-style-type: none"> • <i>Making informed judgments and choices</i> <ul style="list-style-type: none"> ○ Students should be able to develop an autonomous and critical judgment in the assessment of individual and group decision-making situations and contexts. • <i>Communicating knowledge and understanding</i> <ul style="list-style-type: none"> ○ Students must show that they have acquired a specialized technical and scientific language and that they can communicate complex concepts with experts and non-experts in the sector • <i>Capacities to continue learning</i> <ul style="list-style-type: none"> ○ At the end of the course, students must have developed a meta-competence that allows them to learn how to learn effectively not only from formal training contexts but also and above all from non-formal and informal ones.
Syllabus	
Content knowledge	<ul style="list-style-type: none"> – Learning in work contexts; – motivation for training; – individual variables in learning processes – needs analysis, – the planning, implementation and management of training interventions; – team training; – organizational learning; – training methods and techniques
Texts and readings	Battistelli A., Majer V., Odoardi C. (2002). "Sapere, fare, essere. Formazione come percorso di cambiamento nelle organizzazioni". FrancoAngeli (A cura di) Lipari D., Pastore S. (2014). Nuove parole della formazione. Edizioni Palinsesto
Notes, additional materials	
Repository	The study material will be made available by the teacher
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 recruitment process and organizational intervention. 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"> ○ The student must have understood and internalized the main contents of the teaching • <i>Applying knowledge and understanding</i> <ul style="list-style-type: none"> ○ The student must be able to use the knowledge acquired in the analysis of real cases • <i>Autonomy of judgment</i> <ul style="list-style-type: none"> ○ The student must show critical reasoning skills on the study carried out • <i>Communicating knowledge and understanding</i> <ul style="list-style-type: none"> ○ The student must have acquired the ability to communicate, with the appropriate vocabulary, the scientific information to be communicated both to the client and to the reference scientific community • <i>Communication skills</i> <ul style="list-style-type: none"> ○ The student must have acquired the ability to communicate, with the

	<p>appropriate vocabulary, the scientific information to be communicated both to the client and to the reference scientific community</p> <p><i>Capacities to continue learning</i></p> <ul style="list-style-type: none"> ○ The student must show that they have acquired the ability to learn content even in non-formal and informal ways through an in-depth awareness of the processes
Final exam and grading criteria	The final evaluation is awarded in thirtieths. The exam is considered passed when the vote is greater than or equal to 18 and the preparation will be evaluated on the basis of the relevance, exhaustiveness, argumentative capacity of the answer to the oral exam.
Further information	
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