General Information	
Academic subject	MOTIVATION AND DECISION MAKING IN ORGANIZATIONS
Degree course	TRAINING AND HUMAN RESOURCE MANAGEMENT
Curriculum	CLASSE LM 51/57 PROFILE PSYCHOLOGIST OF HUMAN RESOURCES
ECTS credits	9
Compulsory attendance	NO
Language	ITALIAN

Subject teacher	Name Surname	Mail address	SSD
	TIZIANA LANCIANO	tiziana.lanciano@uniba.it	M-PSY/01

ECTS credits details			
Basic teaching activities	GENERAL PSYCHOLOGY	M-PSY/01	6

Class schedule	
Period	2nd SEMESTER
Year	FIRST YEAR
Type of class	ORAL

Time management	
Hours measured	60 min
In-class study hours	40
Out-of-class study hours	/

Academic calendar	
Class begins	/
Class ends	/

Syllabus	
Prerequisite requirements	Basic knowledge of major theories on motivation, decision making, emotional skills and their research methods.
Expected learning outcomes (according to Dublin Descriptors)	- Knowledge and understanding of the main theories about cognitive and emotional processes - Knowledge and understanding skills applied to cognitive psychological processes in work and organization context - Autonomy of judgment in identifying critical elements in the several theories - Communication skills in expounding and arguing the main researches conducted in the field of cognitive psychology - Ability to learn new concepts and to use them transversely in different areas
Contents	The course aims to provide theoretical and applied knowledge about motivational processes, emotional

	processes, communication, problem solving and decision making involved in organizational contexts.
	• A special focus is reserved to the study of emotional intelligence applied to the workplace.
	• More specifically, the topics are:
	✓ Motivation
	✓ Problem solving
	✓ Decision Making
	✓ Emotions
	✓ Self-Esteem and Self-efficacy
	✓ Communication
	✓ Stress, conflict and organizational burnout
	✓ Emotional skills and emotional intelligence in organizational contexts

Course program	
Bibliography	• Rumiati, R., & Bonini, N. (2010). *Decisioni manageriali: come fare scelte efficaci.* Società Editrice Il Mulino (NO capitoli 3 e 5). • Goleman, D. (2000). Lavorare con intelligenza emotiva (Vol. 45). Bur.
Notes	/
Scientific Articles	• Zeidner, M., Matthews, G., & Roberts, R. D. (2004). Emotional intelligence in the workplace: A critical review. *Applied Psychology, 53(3),* 371-399. • Fisher, C. D., & Ashkanasy, N. M. (2000). The emerging role of emotions in work life: An introduction. *Journal of organizational Behavior, 21(2),* 123-129. • Ashkanasy, N. M., & Humphrey, R. H. (2011). Current emotion research in organizational behavior. *Emotion Review, 3(2),* 214-224.
Teaching methods	➢ Lectures ➢ Seminars ➢ Taking part to research activity
Assessment methods	Written and/or oral examination
Further information	/