

Psychology

General information	
Academic subject	Career Management and Organizational Development
Degree course	II
Academic Year	2022-2023
European Credit Transfer and Accumulation System (ECTS)	12
Language	Italian
Academic calendar (starting and ending date)	October 2022/January 2023
Attendance	Not compulsory

Professor/ Lecturer	
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Virtual headquarters	
Tutoring (time and day)	Tuesday 10-12 and on Teams upon appointment if requested by the student

Syllabus	
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).
Contents	<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
Books and bibliography	Argentero, P., Piccardo, C., Cortese, C., (2021). Psicologia delle risorse umane. Cortina: Milano

	Fraccaroli, F., (2010). Apprendimento e formazione nelle organizzazioni. Il Mulino: Bologna Guglielmi, D., Chiesa, R., (2021). Orientamento Scolastico e Professionale. Il Mulino Bologna
Additional materials	

Work schedule			
Total	Lectures	Hands on (Laboratory, working groups, seminars, field trips)	Out-of-class study hours/ Self-study hours
Hours			
80	40	20	20
ECTS			
12			
Teaching strategy			
		Academic lessons, self-assessment, simulations, role playing sessions	
Expected learning outcomes			
Knowledge and understanding on:		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.	
Applying knowledge and understanding on:		Applied knowledge and understanding: Students would be able to apply this knowledge by using qualitative and quantitative methodologies as to plan and realize organizational interventions	
Soft skills		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.	

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Assessment and feedback	
Methods of assessment	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.
Evaluation criteria	<ul style="list-style-type: none"> • <i>Knowledge and comprehension:</i> Ability to develop cognitive mapping articulating new knowledge with the previous one; • <i>Applied knowledge and comprehension:</i> Ability to make concrete exemplifications and to recall case studies referred to the topics covered; • <i>Judgement autonomy:</i> Ability to develop a personal point of view on the issues debated; • <i>Communicative abilities:</i> Argumentative abilities, use of the proper scientific language; • <i>Learn to learn abilities:</i> Ability to re-elaborate the contents learnt and to internalize them;
Criteria for assessment and attribution of the final mark	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.
Additional information	