

Bachelor Degree Psychological Science and Techniques

General information		
Academic subject	Psychology of organizational behavior	
Degree course	Psychological science and technique	
Academic Year	III	
European Credit Transfer and Accumulation System (ECTS)	6	
Language	Italian	
Academic calendar (starting and ending date)	October-January	
Attendance	No	

Professor/ Lecturer	
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Virtual headquarters	
Tutoring (time and day)	

Syllabus	
Learning Objectives	<p><i>Knowledge and understanding</i> Basic knowledge about work and organizational psychology and continuing education</p> <p><i>Applying knowledge and understanding</i> Methodological skills applied to the field of training and education</p> <p><i>Making informed judgements and choices</i> Critical reasoning</p> <p><i>Communicating knowledge and understanding</i> Reporting and public speaking</p> <p><i>Capacities to continue learning</i> Metacognitive skills</p>
Course prerequisites	Students should display knowledge about organizational analysis with specific reference to group dynamics and individual and collective psycho-social processes
Contents	<p>Hard and soft variables in organizations</p> <p>Organizational design</p> <p>Normative and retributive systems</p> <p>Human resource management</p> <p>Climate, Culture and Communication</p> <p>Socialization</p> <p>Motivation and commitment</p> <p>Conflict management</p> <p>Work life balance</p> <p>Sustainability</p> <p>Organizational change.</p>
Books and bibliography	Chmiel, N., Fraccaroli, F., Sverke, M., (2019). Introduzione alla Psicologia

		delle Organizzazioni. 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			
	30	10	
ECTS			
	6		
Teaching strategy			
Expected learning outcomes			
Knowledge and understanding on:		<ul style="list-style-type: none">○ Context analysis○ Psycho-social knowledge about organizational behavior○ Group dynamics	
Applying knowledge and understanding on:		<ul style="list-style-type: none">○ Intervention planning○ Tool and check list development for organizational analysis	
Soft skills		<ul style="list-style-type: none">• <i>Judgement authonomy</i><ul style="list-style-type: none">○ Negotiation abilities○ Problem solving○ Decision making• <i>Communicative abilities</i><ul style="list-style-type: none">○ Public speaking○ Teamwork• <i>Learn to learn</i><ul style="list-style-type: none">○ Synthesis and reelaboration of contents	

Assessment and feedback	
Methods of assessment	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.
Evaluation criteria	<ul style="list-style-type: none"> • <i>Knowledge and comprehension:</i> <ul style="list-style-type: none"> o synthesis and organization of contents with some links to previously acquired knowledge • <i>Knowledge and comprehension abilities applied to contexts:</i> <ul style="list-style-type: none"> o abilities to use knowledge to organizational intervention • <i>Judgement autonomy:</i> <ul style="list-style-type: none"> o critical reasoning communicative abilities professional language public speaking p
Criteria for assessment and attribution of the final mark	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
Additional information	