

PSYCHOLOGY OF WORK AND ORGANIZATIONS

Teachers

Professor Silvia Ivaldi

Andrea Padrone, PhD

General aims

Psychology in work and organizations

36 h

Adopt a complex lens in understanding work and organizations (by connecting the individual and collective dimensions) and acquire psychological lenses in order to live and study social systems

Understand the meaning, functioning and dynamics of individuals and groups inside organizations (conscious and uncoscious)

Recognize organizational dysfunctioning and construct an intervention (symptoms, defences, steps....)

Psychology of Work and Organizations

Monday
1 - 4 p.m.

Tuesday
1 - 4 p.m.

Topics

1° week

Organizations and Institutions – The Complexity of Organizational Life

2° week

Suffering in Organizations and Management Practices psychosocial risks

3° week

Suffering in Manager–Employee relationships and in Group Dynamics

4° week

Organizational diagnosis and interventions

5° week

Interventions in Organizations and resistances to Change

6° week

Case studies

Conclusions and feedback

Psychology of Work and Organizations

Reference book



The Neurotic Organization: Diagnosing and Changing Counterproductive Styles of Management

Authors: Manfred F.R. Kets De Vries and Danny Miller

Psychology of Work and Organizations

Contents

Preface

The Authors

Introduction: Tracing Problems from Organizational to Individual Levels

Part One: Organizational Problems

1. Neurotic Styles and Organizational Dysfunctioning

2. Shared Fantasies and Group Processes

3. Confused Interpersonal Relationships

4. Destructive Superior/Subordinate Interactions

5. Life-Cycle Crises and Individual Career Satisfaction

Part Two: Overcoming Resistance to Change

6. Identifying Defense Mechanisms and Sources of Resistance

7. Helping Managers Gain Insight to Facilitate Change

8. Steps in Diagnosing, Overcoming, and Preventing Problems

9. Organizational Therapy in Action: A Case Study

Conclusion: Working for Change—Cautions and Recommendations

Notes

Index

Two different learning paths

Attending students

Psychology of Work and Organizations

ATTENDING STUDENTS

Traditional lectures

Readings and discussion

Exercises

Case studies

Interaction
Dialogue
Critical reflection
Questions

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ATTENDING STUDENTS

https://docs.google.com/spreadsheets/d/1I3pOImPD4iZ4QGvdPoamk3P_FGUaI2RJlFJfHZ5SK6s/edit?usp=sharing ***(fill in by the end of the next lecture)***

The importance of groups

The class will be divided in groups

The composition of groups will be chosen by the students (by the end of this week)

The groups will be evaluated during presentations and in class discussions

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ATTENDING STUDENTS

Evaluation

Exercises, discussions in class (10%) --> *Assessment based on students' engagement and the quality of their participation in group exercises and class discussions.*

Presentation of case study (30%) --> *Students will work in groups on a case study, both during dedicated class sessions and independently outside class. Drawing on the concepts and methods discussed throughout the course, each group will develop an organizational analysis and intervention project, approaching the case from the perspective of organizational consultants. At the end of the course, each group will present their project to the class*

Final exam = a text of 3000 words (60%) --> *Students will write an essay of approximately 3,000 words in response to a title provided by the professor*

Not attending students

Psychology of Work and Organizations

NOT ATTENDING STUDENTS

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Psychology of Work and Organizations

NOT ATTENDING STUDENTS

Evaluation

Exam with open questions

Intended to understand how the students have elaborated the concepts in the book

Open questions

Without limit in space

The evaluation criteria will focus on the appropriate use of the acquired conceptual frameworks, the ability to effectively associate and integrate different levels and issues, and the capacity to make meaningful connections with the contents of other courses.

30–30 cum laude: Outstanding theoretical elaboration, critical reflection on concepts, well-developed connections with other topics, and the ability to relate these to personal experience.

27–29: Strong theoretical elaboration, consistent reflection on concepts, and appropriate personal insights and connections.

24–26: Competent theoretical elaboration and reflection on concepts.

21–23: Adequate theoretical elaboration and reflection on concepts.

18–20: Basic theoretical elaboration and limited understanding of the authors' ideas.

0–17: Inadequate performance, indicating that none of the intended learning outcomes have been achieved.

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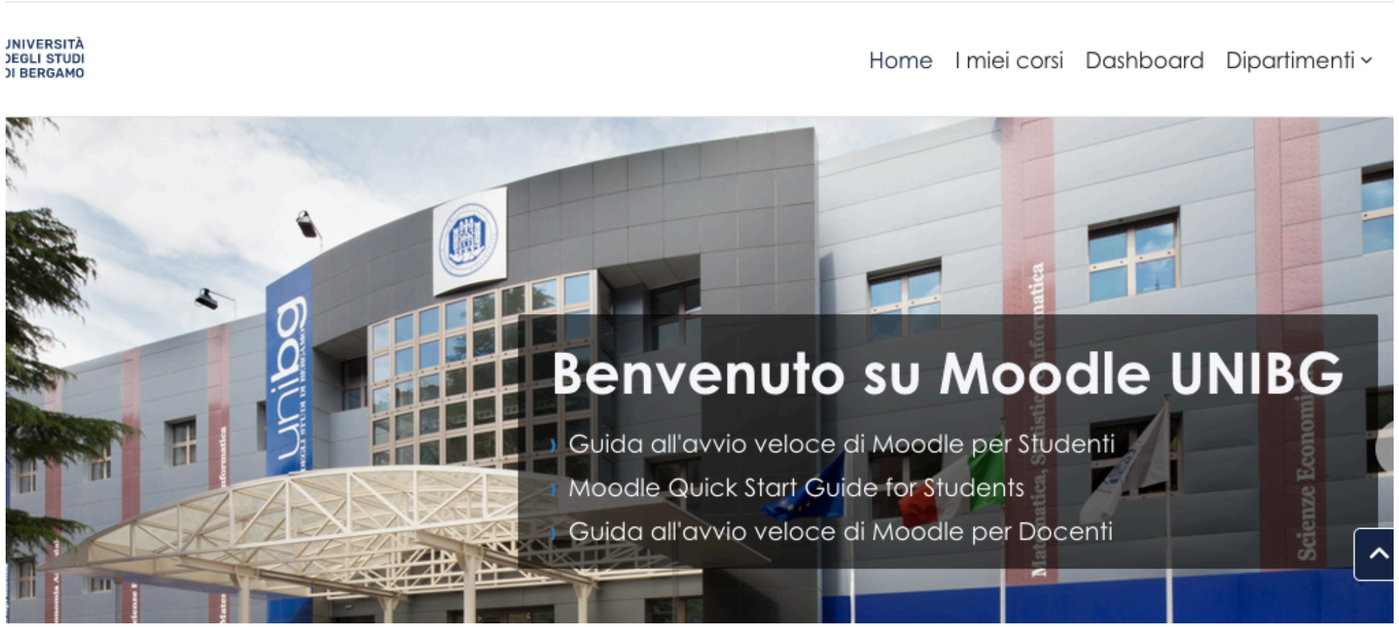

MOODLE

A class platform where we can upload slides, case studies, group work

Need to sign up

Psychology of Work and Organizations

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