

COURSE TITLE	INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY
DEGREE PROGRAM	L-12 (BACHELOR'S DEGREE)
YEAR OF STUDY	I – II - III
CREDITS (CFM)	4
SDS (Scientific Disciplinary Sector)	GSPS-06/A
TUITION HOURS	24

COURSE TUTOR	MOSCALIUC ROBERT
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OBJECTIVES	This 6-module course aims to provide students with a comprehensive understanding of key theories and applications of work and organisational psychology (WOP), focusing on individual, group, and organisational behaviour.
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CONTENTS	<p>Module 1: Introduction to Work and Organisational Psychology</p> <ul style="list-style-type: none"> • Definition and scope of work and organisational psychology • Historical development of the field • Key competencies and tasks of work and organisational psychologists • Schools of thought: Scientific Management (Taylorism), Human Relations Approach, Organisational Culture, and Positive Psychology <p>Module 2: Individual differences and motivation in the workplace</p> <ul style="list-style-type: none"> • Individual Differences: Personality (The Big Five Personality Traits), Values, and Attitudes • Workplace inclusion and diversity management (DEI initiatives) • Theories of Motivation: Maslow's Hierarchy, Herzberg's Two-Factor Theory, Self-Determination Theory • Job satisfaction and its impact on productivity <p>Module 3: Group behaviour, communication, and leadership</p> <ul style="list-style-type: none"> • Group dynamics and teamwork • Organisational communication: Barriers and strategies • Leadership theories: Trait theory, Transformational vs. Transactional Leadership, Servant Leadership • Power and politics in organisations <p>Module 4: Human Resource Management and Work Psychology</p> <ul style="list-style-type: none"> • Work analysis and job design • Recruitment, selection, and talent acquisition strategies • Training and development in organisations
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- Compensation and performance management

Module 5: Employee well-being and dysfunctional workplace behaviour

- Occupational health and well-being
- Workplace stress, burnout, and mental health
- Employee engagement and positive work environments
- Dysfunctional workplace behaviours: Harassment, bullying, and counterproductive work behaviours

Module 6: Organisational design, culture, and change management

- Organisational structure and its impact on behaviour
- Organisational culture: Definition, measurement, and change
- Change management theories and resistance to change
- The future of work: AI, automation, and remote work

EVALUATION

Final exam	<input checked="" type="checkbox"/>	Continuous assessment	<input type="checkbox"/>
Type of test:			
WRITTEN	<input checked="" type="checkbox"/>	ORAL	<input type="checkbox"/>

BIBLIOGRAPHY

Author	Sebastiaan Rothmann & Cary L. Cooper
Title	<i>Work and Organizational Psychology (3rd edition)</i>
Publisher	Routledge
Published in	2022