



**Course: Organizational Psychology**  
**Main language of instruction:** Italian  
**Other language of instruction:** English

**Credits: 9**

**Head instructor**

**Professor Renato Pisanti**

**renato.pisanti@unicusano.it**

**Objectives**

By the end of the course, students are able to:

1. Synthesise and critically analyse evidence, core concepts and theories of work and organizational psychology/behaviour and assess their applicability for a variety of individual and organisational problems.
2. Identify contextual issues relevant to organisations and how employees operate, individually and collectively, within them.
3. Apply personal effectiveness skills such as proactivity, time management, prioritising, reflection to achieve personal and collective goals.
4. Identify, discriminate between and employ appropriate tools and techniques in areas such as recruitment, selection, training and career development, in a variety of settings while maintaining ethical standards.
5. Demonstrate effective communication skills to articulate specific areas of investigation in order to solve individual and organisational issues.
6. Develop and apply the appropriate skills to solve problems in complex business settings.
7. Demonstrate ability to work with others through the application of communication, interpersonal and team effectiveness skills.
8. Adequately report their theoretical analysis and proposed evidence-based intervention for a social, health, or organizational issue.

**Course structure**

Students must study the materials provided by the teacher in the "Erasmus Materials" folder.



### **Competencies**

This course is designed for graduates who are interested in understanding people management in the workplace. It provides students with a unique opportunity to learn about and apply psychological theories to complex work situation in order to maximise organisational effectiveness and employee wellbeing. Students acquire in-depth and up-to-date knowledge of theory and empirical evidence -- from psychology and other relevant fields -- that are applicable to the world of work.

A wide range of topics are covered including organizational culture, learning and development, motivation and performance, psychometric assessment, work design, employee wellbeing, organisational change, and coaching. The programme recognises the critical role of interpersonal and group skills that underpin the success of Work & Organisational Psychologists and Organisational Behaviour Specialists. Graduates are equipped to use appropriate and ethical, multi-level diagnostic and analytical tools relating to individual, group and organisational problems. The programme also aims to ensure that graduates understand the complex work organisation and its interaction with the broader social, economic and political environment.

### **Evaluation system and criteria**

The exam consists of an oral test aimed at ascertaining the ability to analyze and rework the concepts acquired.

### **Bibliography and resources**

Materials provided by the teacher in the "Erasmus Materials" folder