



**Code: MPSI/06**

**Credits: 9**

**Matter:** Work Psychology

**Main language of instruction:** Italian

**Other language of instruction:** English

## Teaching Staff

### Head instructor

**Prof. Renato Pisanti** - [renato.pisanti@unicusano.it](mailto:renato.pisanti@unicusano.it)

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### Introduction

#### *1. Objective of the course :*

This course focuses on people at work in organisations. It will provide answers to questions as 'Why do people work?', 'How do people work?' or 'How does work affect worker health and well-being?'. These questions will be addressed by discussing theories of work behaviour, job attitudes, work stress and occupational health. Using this knowledge it will be discussed how jobs can (or should) be changed, to optimise individual performance and the well-being of the job incumbent. At the end of this course, students should be able to provide answers to questions as: What are the consequences of job stress? Does job satisfaction increase performance or does performance cause more job satisfaction? How can health and well-being be fostered in organisations?

There is a strong emphasis on developing critical thinking and consultancy skills as well as the ability to work effectively with a wide range of organisational stakeholders. You will extend and cement your practical skills by completing a research project that allows you to apply your knowledge to an organisational issue.

### Objectives

#### *2. (A) Course Structure:*

The course is organized in nine subjects. The first subject is an historical introduction to work psychology; the following subjects are about some topics that regard the interaction between worker and his/her job such as emotions at workplace, motivation, attitudes and individual/personality differences. Subjects six and seven are about Job Stress and strain. In the subject eight we will take into account the burnout syndrome. In the chapter nine we will analyze the counterproductive behaviours.



## 2 (B) *Course objectives*

Students will be able to:

- explain and compare different theories on the meaning of work, job stress, job design, job attitudes, emotional labor, work stress;
- apply this theoretical knowledge to understand and suggest solutions to work-related problems;
- understand and critically evaluate research methodologies used in research studies;
- propose optimal research designs to study research questions;
- present scientific articles to peers.

### **Competencies:**

- To be able to use scientific terminology and main constructs related to the work psychology.
- To be able to work with academic papers.
- To acquire the ability to relate constructs.
- To acquire skills for independent learning.
- To be able to create arguments which are conducive to critical and self-critical thinking.
- To acquire the ability to put knowledge into practice.
- To be able to retrieve and manage information.

### **Syllabus**

#### *3. Programme of the course:*

**Subject 1. History of work psychology**

**Subject 2. Motivation**

**Subject 3. Emotion**

**Subject 4. Individual and personality differences**

**Subject 5. Attitudes**

**Subject 6. Occupational stress (1)**

**Subject 7. Occupational stress (2)**

**Subject 8. Job Burnout**

**Subject 9. Counterproductive behaviours**

### **Evaluation system and criteria**

A written test made up 30 multiple choice answers, the student should tick the right answer. The right answer will be calculated as 1 point. The wrong answer will be calculated as zero point.



## **Bibliography and resources**

### *4. Materials to consult:*

Papers, slides and self-evaluation tests about the topics of course will be provided.

### *5. Recommended bibliography:*

- Arnold, J., Randall, R., Patterson, F., Silvester, J., Robertson, I., Cooper, C., Burnes, B., Harris, D. and Axtell, C. (2016). *Work Psychology: Understanding Human Behaviour in the Workplace*. Pearson, London.