

Course of Study in
**'Psychological science of human resources,
organisations and enterprises' - [L-24].**
a.y. 2021/2022

SUBJECT:
Group Psychology, Management and Leadership

SDS: M - PSI/05 - ECT: 6
II YEAR - II SEMESTER

Lecturer: **Prof. Daniele Paolini**
Disciplinary tutor: **Dr. Antonio Aquino**

<p>Qualification and scientific background of the lecturer</p>	<p>Daniele Paolini is a social, clinical and legal psychologist and psychotherapist. After obtaining his PhD in "Functional Neuroimaging: from Molecular Biology to Cognitive Science" at the University of Studies "G. d'Annunzio" Chieti-Pescara, he started his research activity in the field of Social Neurosciences and Social Psychology. Specifically, his research interests focus on the processes of intra-group regulation and inter-group relations, the physiological reactions and psychological consequences of ostracism, and the relational dynamics of families, couples and gender identity. He has worked as an adjunct lecturer at the University of Studies "G. d'Annunzio" Chieti-Pescara" for the course in "Social Psychology and Elements of Legal Psychology" and at Sapienza University of Rome for the course in "Customer Satisfaction and Customer Behaviour" as well as at the Telematic University of Studies IUL as an adjunct lecturer for the a.y. 2020/2021. He is the author of several scientific articles published in national and international journals, editor and reviewer in national and international scientific journals. He has participated in numerous conferences on social psychology. Among his various competences, it is worth mentioning that he obtained a specialisation in Systemic-Relational Psychotherapy, works as a clinical psychologist and is an Honorary Judge at the Juvenile Court of Florence.</p>
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<p>Description of contents and subdivision of the programme into teaching modules</p>	<p>TABLE AND DEFINITION OF CONTENTS</p> <p>The course consists of 2 modules covering the following topics.</p> <ul style="list-style-type: none"> ➤ Module 1 - Group psychology <ul style="list-style-type: none"> ▪ 1st Unit: The Social Identity Approach. ▪ 2nd Unit: Decision-making processes in groups. ▪ 3rd Unit: Negotiation between groups and conflict management. ➤ Module 2 - The psychology of organisations <ul style="list-style-type: none"> ▪ 1st Unit: Productivity and group performance. ▪ 2nd Unit: The psychology of organisations and leadership. ▪ 3rd Unit: Stress at work.
<p>Abstract</p>	<p>The course in "Group Psychology, Management, and Leadership" aims to provide a deeper knowledge of the Psychology of the Work and the Organization, addressing relevant issues such as: group processes, leadership, Intra-group and Inter-group relations, conflict management, negotiation and decision-making processes.</p> <p>The course offers a look at recent scientific and methodological developments of Work and Organizational Psychology. Particularly, the course follows the perspective of Social Identity Theory, one of the most relevant approaches to understand and to analyse the social processes.</p>
<p>Learning objectives</p>	<p>The course in Group Psychology, Management, and Leadership aims to foster the acquisition of theoretical, methodological and technical knowledge related to group and work psychology.</p> <p>More specifically, the course aims to provide a general overview of the processes of groups, organisations and leadership from the perspective of Social Identity Theory.</p> <p>At the same time, the course aims to propose the basic principles for critically reading organisational social phenomena both to promote direct interventions and to design scientific research activities.</p>
<p>Expected learning outcomes</p>	<p>The student should be familiar with the reference theories of the Social Psychology of Groups (Social Identity Theory approach, group decision-making processes, negotiation between groups and conflict management and group productivity and performance).</p> <p>On this basis, the student should be able to understand specific</p>

	<p>organisational needs, intra- and inter-group dynamics, various leadership models, developing critical thinking about the different methodologies and theories on these topics.</p> <p>To this end, the student will learn to use the language of Social Psychology specific to Organisational Psychology. In addition, they will be able to independently explore the main scientific-methodological issues concerning leadership and organisational psychology.</p>
<p>Skills to be acquired</p>	<p>EXPECTED RESULTS</p> <p>A. Use of advanced textbook material, knowledge of some cutting-edge topics within the subject studied.</p> <p>B. A professional approach to work and possession of appropriate skills to devise arguments, support them and solve problems within the subject studied. Ability to collect and interpret data useful for making independent judgements.</p> <p>C. Ability to communicate information, ideas, problems and solutions to specialists and non-specialists.</p> <p>D. Ability to undertake further studies with a high degree of autonomy.</p>
<p>Didactics organisation</p>	<p>DIDACTICS PROVISION</p> <ul style="list-style-type: none"> ➤ N. 6 video lessons; ➤ 2 synchronous meetings on the platform; ➤ Podcast of all video lessons. <p>INTERACTIVE DIDACTICS</p> <ul style="list-style-type: none"> ➤ 1 course orientation forum; ➤ 2 thematic follow-up forums (1 per module); ➤ 2 structured <i>e-activities</i> (as described in the section “<i>in itinere assessment methods</i>”). <p>SELF-LEARNING</p> <p>Teaching materials are provided for each module: in-depth thematic studies, articles and slides by the lecturer, open access readings, online resources, reference bibliography, etc.</p>
<p>Recommended examination texts</p>	<ul style="list-style-type: none"> ➤ Haslam S. A (2015). <i>Psicologia delle Organizzazioni</i>. Italian edition edited by Cortini, M & Pagliaro, S. Maggioli Editore, Santarcangelo di Romagna (RN).

	In addition the material made available by the lecturer.
In itinere assessment methods	<p>Access to the final examination is subject to the completion of the following 2 e-activities:</p> <ol style="list-style-type: none"> 1. Etivity 1 - Group work Each group will consist of a maximum of 5 students and will have to carry out a group work aimed at acquiring: skills in reading social group dynamics, the ability to use a specific language and to develop a critical approach and thinking towards the selected contents. 2. Etivity 2 - Self-assessment Students will be invited to take part in a self-assessment activity on the topics discussed in depth during the didactic activities. The e-tivity will be organised according to the modalities offered by the Telematic University of Studies IUL.
Procedure of the final examination	The assessment of learning will take place through an oral interview on the course contents and the outcome of the proposed e-activities. The grade (min 18, max 30 with possible honours) is determined by the level of performance for each of the following dimensions of the oral interview: mastery of contents, appropriateness of definitions and theoretical references, clarity of argument, command of specialist language.
Language of instruction	Italian