



PSYCHOLOGY OF HUMAN RESOURCES WITH LAB.

M-PSI/06 - 9 CFU - 2° Semester

Teaching Staff

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LEARNING OBJECTIVES

The aim is to provide to the students the tools for analyzing the "human factors" according to the psychosocial perspective. The conceptual framework and related tools are focused on the tools of management and human resource development, focusing on constraints and resources to empower the organizational well-being.

DETAILED COURSE CONTENT

The course will be structured around three core principles. The first core (3 credits) will further describe the models and methods of organization and management of human resources, personnel development and organizational change, in particular to work performance, career and the technical of assessment, according to the achievement of organizational goals. The second core will explore the theoretical models of Organization and Organizing, with particular regard to processes of change, innovation and organizational learning. The third core (3 cfu Laboratory) will focus on organizational wellbeing. Attention will be given to the prevention of psychosocial risks and stress-related diseases.

TEXTBOOK INFORMATION

- (Mod. A): Boldizzoni, Quaratino, *Risorse Umane*, Il Mulino, Bologna, 2014; excluding the following chapters: 6°, 7°, 9° e 12° (tot. 250 pp.)
- (Mod. B): references suggested by the lecturer, in press at the present time
- (Mod. C: Laboratorio sul Benessere organizzativo e prevenzione dei rischi psico-sociali): De Carlo N. A., Falco A., Capozza D. (a cura di). *Stress, Benessere Organizzativo e Performance*. Franco Angeli, Milano, 2013. Capp. 1, 2, 4, 5, 6, 8, 13, 15, 16, 17, 18, 20, 21, 22, 23, (tot. 300 pp.).
