# Sociology of Organisational and Management Processes

## Prof. Davide Lampugnani

COURSE AIMS AND INTENDED LEARNING OUTCOMES

The course aims to present and explore in depth the main theories and categories of sociological thought which allow one to analyse and interpret the fundamental dynamics that characterise the organisational and management processes of one's social life. Particular attention is also paid to generative organisational and management processes, understood as multiple forms of shared value creation.

Intended Learning Outcomes

Knowledge and understanding

At the end of the course, students will be able to:

* know the main theoretical and research perspectives of organisation sociology;
* distinguish the strengths and weaknesses of each analysis perspective;
* understand the organisational and management processes that influence the life of organisations;
* understand the operational implications of the theoretical perspectives presented.

Applying knowledge and understanding

At the end of the course, students will be able to:

* apply the categories and theoretical perspectives presented to the reality of organisations;
* interpret the organisational and management processes and the main issues related to them;
* formulate possible lines of intervention to be used at the organisational and management level.

COURSE CONTENT

* Introduction: organisations and their key concepts
* The organisational structure and its different variations
* The organisation-environment relationship
* Power in organisations
* Organisational culture
* Decision-making and making sense in organisations
* Organisational change, innovation and learning
* The dark side of organisations
* The digital organisation
* Neo-management and its critique
* The generative organisation and its different variations

READING LIST

1. Catino M., Tirabeni L., *Fondamenti di organizzazione*, Il Mulino, Bologna, 2023. [Buy from V&P](https://librerie.unicatt.it/scheda-libro/maurizio-catino-lia-tirabeni/fondamenti-di-organizzazione-9788815299154-718681.html)
2. Cecchinato F., *Oltre in neomanagement. Verso una gestione delle persone sostenibile e generativa*, Guerini Next, Milan, 2019. [Buy from V&P](https://librerie.unicatt.it/scheda-libro/fabio-cecchinato/oltre-il-neomanagement-verso-una-gestione-delle-persone-sostenibile-e-generativa-9788868962593-672928.html)
3. CappellettiP., *L’Italia generativa. Logiche e pratiche del Paese che genera valore*, Erickson, Trento, 2015.

Further information on the use of the texts and on possible supplementary in-depth readings will be provided during the course. All materials presented in class will be made available on the Blackboard platform.

TEACHING METHOD

The course is based mainly on classroom lectures, during which active participation in the discussion is encouraged. In addition, there will be single subject in-depth studies, the presentation of case studies and opportunities to meet and discuss with testimonials and external experts.

ASSESSMENT METHOD AND CRITERIA

A written exam with open-ended questions (definitions, analysis and applications of the topics addressed). Students will have to demonstrate their knowledge of and ability to rework the key theories and concepts presented in the course.

More specifically, the final mark out of thirty will be based on an assessment of three dimensions:

* knowledge of the fundamental sociological concepts and categories for the study of organisational processes;
* command of the specific language;
* the ability to reason critically with respect to the issues posed.

NOTES AND PREREQUISITES

There are no particular course prerequisites.

Further information can be found on the lecturer's webpage at http://docenti.unicatt.it/web/searchByName.do?language=ENG or on the Faculty notice board.