Corporate Organisation

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***COURSE AIMS AND INTENDED LEARNING OUTCOMES***

The main course aim is to provide students with the fundamentals useful for understanding and planning the various organisational structures and the related strategic and management implications. Starting from the evolution of the organisational thinking and the sharing of theoretical models of the subject, the course will develop the applicative knowledge related to the corporate choices of planning and governing the complex processes of change and organisational innovation.

At the end of the course, students will:

1. understand and compare features, adoption conditions, strengths and limits of different types of organisational structures;
2. understand the planning principles of organisational structures as sources of competitive advantage for companies;
3. recognise the impact that the company’s context factors (environment, strategy, technology, size, culture) have on the configuration of the organisational structures;
4. autonomously develop assessments on solutions and organisational structures and apply the planning principles by developing proposals in order to strengthen and manage objectives of change, innovation and sustainability;
5. communicate using the organisational terminology useful for distinguishing and discussing the components of the business organisation;
6. demonstrate learning skills to understand with increasing autonomy the problems related to organisational planning, work organisation, practices for managing people in organisations, organisational behaviour and the design of corporate information systems.

***COURSE CONTENT***

The course addresses the contents of the discipline in an evolutionary logic and is divided into the following fundamental parts:

*The size of the organisational system*

Organisation as a discipline

The logic of planning and the various components of the organisation

*Environment, strategy and organisation*

The relationship between environment, strategy and organisational planning

The impact of the organisation on company performance: criteria and approaches for measuring economic, social and environmental performance.

*The planning of organisational structures*

Organisational units and coordination mechanisms

Comparative organisational macro-structures

Organizational planning for sustainability

*The relationship between technology and organisational design*

The relationship between technology and organisation

Organisational micro design

*Relations between organisations*

Organisational networks

Relationship models and management of the various inter-organisational configurations

*Values and behaviours in organisations*

Organisational culture and people management processes

Decision making processes and power dynamics

*Change and organisational innovation*

Corporate life cycle, control forms

Dynamics of change and organisational innovation processes

***READING LIST***

R. Daft, *Organizzazione aziendale,* Maggioli, Milan, 2021, Seventh Edition.

Articles, case studies and further study material will be made available in the classroom and online on the Blackboard platform reserved for students enrolled in course.

***TEACHING METHOD***

Frontal lectures, analyses and discussions of incidents and business cases, practical exercises, speeches by experienced guests from companies.

During the course, updates, teaching instructions, in-depth study and support materials are made available through the Blackboard platform.

***ASSESSMENT METHOD AND CRITERIA***

The main *assessment criteria* are as follows:

* Solid knowledge of the various areas covered in the course;
* clarity, accuracy and relevance in communicating the contents learned and the use of appropriate technical language;
* ability to make links between concepts and information, taking a holistic and systemic approach
* ability to analyse and diagnose the real cases and situations presented, by applying the appropriate models.

For *attending students*, the exam consists of two written tests: an interim test (on the first part of the course content, which takes place during the interim test week according to the calendar on Blackboard) and a final test (on the second part of the course content, which takes place during the first or, alternatively, the second exam date of the summer session, according to the academic calendar). Each of the two tests accounts for 50% of the overall assessment. The exam content focuses on what has been discussed and shared in the classroom and on the parts of the reference text according to the syllabus on Blackboard. The written tests are divided into open-ended and structured questions, analysis of short business cases and *class-specific* exercises and are aimed at verifying the knowledge and abilities pursued in the learning process and students are required to answer all the questions proposed.

For *non-attending students*, the exam consists of a written test with open-ended and structured questions, analyses of short business cases and exercises. The examination covers all the contents of the textbook adopted and students are expected to be able to answer all the questions asked.

Students may also take the exam according to the non-attending procedure in any official examination session included in the academic calendar.

Detailed information regarding the tests will be made available on Blackboard.

***NOTES AND PREREQUISITES***

We recommend attending the course and actively participating in the lectures to acquire the knowledge and skills covered in the course in a more effective manner.

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.