# Corporate Organisation

## Prof. Giacomo Magnani; Prof. Daniela Caterina Isari

***COURSE AIMS ANDINTENDED LEARNING OUTCOMES***

Students will learn the basic principles and languages of Economics and Corporate Organisation, developing analytic skills to focus on the interdependency between operation systems and systems of values.

Students will also be taught the basics required for understanding the different structures and various ways of managing a business organisation in relation to targets in terms of efficiency and effectiveness and in terms of organisational innovation and change.

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

1. Recognise the main typologies of companies and organisations;
2. Deal with corporate language and the scale of economic financial control within companies;
3. Interact with people with different learning backgrounds from that of psychology;
4. Identify the links between management, organisational and economic-financial decisions;
5. Make use of organisational vocabulary appropriately, so as to distinguish the components and scale of analysis of company organisation;
6. Describe and recognise the main organisational solutions;
7. Understand the principles of designing organizational macro-structures which allow for the solution of problems regarding the coordination and dividing of work;
8. Recognise the impact context factors of companies (environment, strategy, technology, scale, culture) have on the configuration of organisational structures;
9. Compare characteristics, conditions of adoption, strengths and weaknesses of different organisational structures, in relation to variables of context and their modification over time;
10. Understand the basic principles of designing a micro-structure and the criteria-guide for designing individual positions;
11. Assess organisational solutions and structures of companies and design possible solutions of design problems so as to tackle and manage processes of change.

***COURSE CONTENT***

Module I: Corporate Economics (*Prof. Giacomo Magnani*)

The first module aims to introduce the basic concepts of business administration:

* Business, Company, stakeholders and institutional frameworks (governance)
* Strategic choices;
* Income and operating capital;
* Relationships between management choices and value systems in the financial statements.

Module II: Corporate Organisation (*Prof. Daniela Caterina Isari*)

The second module will look at Corporate Organisation and study the following topics in particular:

– Organisational analysis: structural scale and contingency factors influencing it.

– Organisational design logic: comparing mechanical and organic systems.

– Different components of organisation, line bodies and support processes.

– Configuration of the hierarchy, organisational units and coordination mechanisms.

– Organisation chart – what is it and how does one analyse it? The characteristics of simple structures.

– The characteristics of pure and modified functional structures, how they are configured and when they should be adopted.

– The characteristics of divisional characteristics, with regard to matrices and processes: how they are configured and when they should be adopted.

– Designing organisational micro-structures: principles and criteria of job design in relation to productivity, efficiency, motivation and development objectives.

– management of human resources in an organisational system and in a system of business relations.

***READING LIST***

D.C. Isari-G. Magnani (edited by), *Materiali di Economia e Organizzazione Aziendale,* EDUCatt, Milan, last edition.

***TEACHING METHOD***

This is an active-learning course and includes lectures, analysis and discussion of corporate cases, exercises and individual corporate accounts.

During the course, indications regarding the course, examination, in-depth study material and study support will be available on the Blackboard platform.

***ASSESSMENT METHOD AND CRITERIA***

There will be a written examination containing open-ended and structured questions, closed questions, analysis of brief corporate cases and exercises. There is a single examination for both modules: students should obtain a satisfactory result for each one.

The examination is on the whole course and students must answer all questions.

Students may sit the examination in any session during the academic year.

Detailed information regarding the examination can be found on Blackboard.

The exam will be a written test with the possibility, at the request of the Examination Committee and/or the student, of an in-depth and integrative oral test to be carried out according to the modalities defined by the Committee.

***NOTES AND PREREQUISITES***

There are no prerequisites.

In case the current Covid-19 health emergency does not allow frontal teaching, remote teaching will be carried out following procedures that will be promptly notified to students.

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.