# Business Organisation

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

The course aims to provide the key concepts to understand and plan different organisational structures and their implications in business strategy and management. Starting from the evolution of organisational thinking and the presentation of the theoretical models of the discipline, the course aims to help students to develop a basic understanding of organizational design.

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

1. understand the different types of organisational structures;
2. illustrate the basic principles for organisational planning;
3. illustrate the impact of the company’s contextual factors (environment, strategy, technology, size, culture) on the configuration of the organisational structure;
4. make independent assessments on possible solutions about organisational problems, in relation to change, innovation, and sustainability in particular;
5. use an appropriate terminology for discussing business-related issues;
6. apply theories to concrete cases in order to better understand and solve them.

***COURSE CONTENT***

The course will explore the basics of the discipline and it will be structured as follows:

*The organizational dimensions*

Organisation as a discipline

The basic principles of planning and the different elements of organisation

*Environment, strategy, and organisation*

The relationship between environment, strategy, and organisational planning

The impact of organisation on business performance: criteria and approaches to measure economic, social, and environmental performance

*The planning of organisational structures*

Organisational units and coordination mechanisms

Organisational macro-structures

Organisational planning for sustainability and the international environment

*The relationships between organisations*

Organisational networks

The relationship models and the management of the different inter-organisational configurations

*The relationship between technology and organisational planning*

The relationship between technology and organisation

Micro-organisational planning

*Values and behaviours within organisations*

Organisational culture and people management processes

Decision-making processes and power dynamics

*Change and organisational innovation*

Business life cycle, the forms of control

Change dynamics and organisational innovation processes

***READING LIST***

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

Articles, case studies, and further teaching material will be made available in class and online through *Blackboard* for the students enrolled in the course.

***TEACHING METHOD***

Frontal lectures, analysis and discussion of incidentsand business cases, practical activities, and meetings with subject matter experts.

During the course, all the updates, information, and further teaching material will be made available on *Blackboard*.

***ASSESSMENT METHOD AND CRITERIA***

The *assessment criteria* will be:

* the acquisition of a sound knowledge of the different content areas;
* the clarity, precision, and relevance used by students to communicate the topics learnt during the course, and the use of an appropriate technical language;
* the ability to find links between the different contents, and combine them in a unitary and systemic vision;
* the aptitude for the analysis and diagnosis of case studies and the real-life situations proposed in class, demonstrated through the choice of the most appropriate models.

For *attending students*, the examination will consist of two written tests: a mid-term test (on the first part of the programme, which will take place during the week of mid-term tests according to the calendar on *Blackboard*) and a final test (on the second part of the programme, which will take place either during the first, or the second official examination date, during the summer session, according to the academic calendar). The two tests each account for 50% of the overall mark. The examination programme is on topics discussed in the classroom and on parts of the course material according to the syllabus posted on *Blackboard*. The written tests consist of open-ended and structured questions, analyses of brief case studies and class -specific exercises. They are designed to test students’ knowledge and skills learned during the course. Students must answer all the questions in the examination.

For *non-attending students*, the examination will consist of a written test containing open-ended and structured questions, analyses of brief case studies and exercises. The examination programme covers all the course content and students must answer all questions. Students may sit the examination in non-attending mode on any official examination date according to the academic calendar.

Further information on the final assessment will be made available on *Blackboard*.

***NOTES AND PREREQUISITES***

The active participation in class is strongly recommended, in order to support the acquisition of the intended learning outcomes of the course.

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.