# Corporate Organisation

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

The aim of the course is to introduce students to the behaviour of the individual within an organisation, understood as a set of interactions with other individuals, via the role of leader or team member. Students will transfer theoretical and applied skills in terms of fundamental choices related to managing people, relationships and teams, and of analysing different cultures and modes of operating within corporate organisations, in relation to processes of change in the environmental and current competitive context. There will also be a focus on the transformation of human resource management practices, ways of organising work and interacting, and the relative changes in the way our roles are carried out.

At the end of the course, students will:

* know the key theories and scope of the discipline
* understand the factors that determine organisational behaviours, such as the ways in which labour is divided and coordinated, motivation, team work, leadership and the relationships between roles, organisational culture and the development of technologies and forms of communication
* have acquired specific discipline-related vocabulary, enabling them to communicate effectively with professionals within organisational and corporate contexts
* be able to analyse the characteristics of their own modes of interaction within organisations, both currently and in their future working lives
* be able to evaluate and interpret behaviours and organisational challenges and apply the knowledge developed during the course to choices related to managing individuals, groups, relationships and organisational change;
* have developed learning skills that will serve them in approaching similar topics in the areas of organisational and structural design, and human resources management.

***COURSE CONTENT***

* The nature of contemporary organisations: challenges and opportunities;
* Individual personality, theories and models for analysing personality in the organisational context, implications for behaviour and organisational processes;
* Motivation in an organisational context; motivation and performance management;
* Content and processes of motivation; organisational applications of the theories of motivation and the relative practical implications;
* Communication processes in organisations; current communicative challenges in organisations: channels, technologies, skills and cultures;
* Organisations and group behaviours, groups and work teams, group dynamics and development processes, teamwork: entry conditions and effectiveness; group decisions;
* Leadership and power in organisations, theories, models, leadership styles, the contingent approach to organisational leadership, the managerial role in contemporary organisations and in steering processes of organisational change;
* Culture and organisational change.
* Human resource management policies and practices in the company: value cycle of human resources, new forms of work organisation, role of the human resources management.

***READING LIST***

S. Robbins-T. Judge-D. Bodega, *Comportamento organizzativo. Conoscere e sviluppare competenze organizzative,* Pearson, 2021 (Chapters 1, 4, 6, 7, 8, 9, 10, 11 and 14).

***TEACHING METHOD***

Frontal lectures, analyses and discussions of corporate case studies and group tasks.

During the course, updates, instructions regarding the course and exams, further reading and study materials will be made available through the Blackboard platform.

***ASSESSMENT METHOD AND CRITERIA***

Students will be examined by means of a written test with open questions, involving brief analyses of business case studies and exercises. The exam programme focuses on the content of all the chapters of the texts on the reading list. Students must answer all the questions. By means of the written test, students must first demonstrate their understanding of the key concepts, lexicon, theories and models inherent to the discipline, and their ability to make connections between the concepts and models learned, as well as to apply them, whether in terms of analysis or problem solving, to simple organisational situations and problems. Students will be assessed on: relevance of responses, the appropriate use of specific terminology, the ability to structure reasoned and coherent discourse, the ability to identify conceptual links and open issues, and the capacity for analysis and developing solutions. Students can take the exam during any official exam period on the academic calendar.

Detailed information on the exams will be published on *Blackboard.*

***NOTES AND PREREQUISITES***

As introductory in nature, the course has no prerequisites in terms of content, but it requires interest and curiosity about the world of corporate organisation and the culture and behaviours that characterise contemporary organisations. Students are strongly recommended to attend lectures and participate actively in order to support their learning of the content and skills taught on 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.