# Corporate Organisation

## Prof. Chiara Frigerio

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

The main aim of the course is to provide students with the essential foundation for understanding how various organisational structures are designed and their relative strategic and management implications. Starting with the development of organisational thought and the sharing of relevant theoretical models, students will be introduced to applicable knowledge for business decisions on planning and managing complex processes of change and of organisational innovation.

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

* understand and compare the characteristics, conditions of adoption, strengths and limitations of different types of organisational structures;
* understand the main principles of planning organisational structures as sources of competitive advantage for companies;
* recognise the impact of context-related factors (environment, strategy, culture) on the configuration of organisational arrangements;
* independently evaluate solutions and organisational structures and apply the principles of planning to the development of solutions to planning challenges, so as to handle and manage processes of change and innovation;
* communicate using organisational vocabulary to distinguish and discuss the components of a business organisation;
* demonstrate the learning skills required for understanding, with growing independence, problems relating to organisational planning, organising work, organisational behaviour, the practice of managing people in organisations.

***COURSE CONTENT***

The syllabus will take a developmental approach to contents and is divided into the following basic sections:

*Dimensions 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 design

The impact of the organisation on company performance

*The design of organisational systems*

Organisational units and coordination mechanisms

Organisational macro-structures compared

Organisational and international structures

*The organisational culture*

The cultural dimension

***READING LIST***

R. Daft, *Organizzazione aziendale,* Maggioli, Milan, 2021, 7th edition (chaps. 1-6, with the exception of 5 + 11).

Articles, case studies, material for in-depth study will be made available in class and online via Blackboard for students enrolled on the course and are an integral part of the syllabus.

***TEACHING METHOD***

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

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

***ASSESSMENT METHOD AND CRITERIA***

The main *assessment criteria* are as follows:

* solid knowledge of the various topics covered on the course;
* clarity, accuracy and relevance in communicating content learned and use of appropriate technical language;
* ability to make links between various elements, taking a holistic and systemic approach;
* ability to analyse and diagnose real cases and situations by choosing appropriate models.

The exam will be written in format and is divided into two parts: The first part, lasting 30 minutes, is composed of 30 multiple choice questions and is designed to assess basic knowledge, the ability to make links between various facts/concepts covered on the course and knowledge of technical language. Each question is worth 1/30. The second and final part lasts 40 minutes, and consists of case analysis and diagnosis exercises and a short essay question, including the construction of organisation charts. Each part is worth 15/30 marks. Each question is worth 10/30 scores.

The results for each test will be added together to find the final mark.

The exam may be taken on any exam date during the academic calendar. Students who fail an exam will be permitted to retake it on any of the subsequent exam dates.

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

The syllabus is reduced for students who are taking the exam for less than 5 ECTS credits. These students should refer to the instructions on Blackboard.

***NOTES AND PREREQUISITES***

Students are encouraged 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.