# Organisations, People, Sustainability, Corporate Citizenship

## Prof. Laura Zanfrini; Prof. Massimiliano Monaci

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

Drawing on an approach that emphasises the socio-cultural dimensions of organisational action, the course aims at framing the mechanisms by which businesses and other organisations develop and reflect key interdependences with dynamics, potentialities, and constraints of the social environment.

In particular, the course will explore the ways in which companies today -in management processes and for the benefit of their own performance- are inevitably called to incorporate strategies and competences oriented towards environmental and social sustainability. This will be examined by starting from the enhancement of people ‘at work’ in their uniqueness and in the perspective of a growing role of companies as subjects and promoters of citizenship at global and local level.

*Expected learning outcomes*

KNOWLEDGE AND UNDERSTANDING

At the end of the course, students will have acquired knowledge / understanding of:

* the main socio-cultural dimensions of organisational action;
* the key elements of the demographic, socio-cultural, and institutional context in which contemporary organisations operate;
* the most important theoretical and interpretative paradigms offered by research literature on the subject;
* the most relevant topics, the different points of view/motivations, and the critical issues of the scientific and social debate on the relationship between organisations, people and sustainability;
* The role of businesses as primary actors in the dynamics of recognizing identity claims and citizenship rights.

ABILITY TO APPLY KNOWLEDGE AND UNDERSTANDING

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

* Apply the key analytical concepts and categories mentioned above to concrete organisational case studies.
* Carry out a critical analysis of the case studies presented by experts who manage companies and other organisations
* Define courses of action in the field of management in order to face specific issues and opportunities.

***coUrsE CONTENT***

After discussing the notion of *organisational action as social action* (referred to as both social processes *within* organisations and social embeddedness *of* organisations), the course involves the exploration of a set of emerging themes in the current socio-cultural and demographic landscape.

While appearing as increasingly crucial for organisational performance itself and for the creation of added value, such issues and practices cannot be fully grasped and managed by resorting solely to the conventional technical and economic view, but require broader diagnostic and operational sensitivities.

Particularly, the course is divided into the following modules and topics:

*Module 1: Social Processes within organisations, social embeddedness of organisations*

* Socio-cultural and institutional dimensions of organisational action
* Organisations between local roots and global challenges: co-planning paths in the perspective of *shared-value*.

*Module 2: Relationships between organisations, demographic changes, social differences and inequality*

* The evolution of gender regimes and its implications for organisations
* The pluralisation of ages at work and processual management of human resources
* The multi-ethnic and multi-religious transformation of workplaces
* Recognition, inclusion and enhancement of ‘diversity’ at work: DEI practices (*Diversity, Equity, Inclusion*)

*Module 3: Between work and ‘life’, the meaning of work and the meaning of life*

* Conciliation systems, work and life balance
* The “care economy”: a challenge and a resource for organisations
* The role of the religious and spiritual dimension in life and in organisational action
* Cultural differences linked to countries and civilisation areas: cross-cultural management

*Module 4: Corporate responsibility and citizenship*

* Foundations and issues of corporate social responsibility and citizenship
* Dimensions of sustainable business action and the tools for its implementation and reporting
* The role of business in the management of migration flows and in the inclusion of refugees
* Between present and future: building shared value in the current framework of constraints and opportunities

***READING LIST***

For the final examination, students have to study:

–    slides and material presented and discussed during lectures by both lecturers and invited experts;

–    added materials indicated and/or made available on Blackboard;

–    texts suggested during lectures and indicated on Blackboard.

***TEACHING METHOD***

The course is based on interactive lectures, in which students are expected to participate actively. Moreover, the treatment of each topic addressed will be enriched by the participation of experts or professional managers as well as experts in the Ergolabos area.

***ASSESSMENT METHOD AND CRITERIA***

Students will be assessed by means of a written paper concerning an assigned topic to be dealt with drawing on materials used in lectures and the other suggested texts. The assigned topic will also have to be connected with experiences presented during the course, in a critical and original way.

Assessment is based on the following criteria, all of them relevant: theoretical knowledge of the topics and adequacy of the concepts referred to; grammatical correctness, fluency and argumentation consistency; ability to discuss coherently the connections between theoretical aspects and practical-empirical examples; originality and critical abilities. Individual behaviour in the classroom (regularity of attendance, punctuality, active contribution to discussions) is an additional element of the assessment.

***NOTES AND PREREQUISITES***

There are no prerequisites for attending the course and all students will have the possibility to take the final exam. Class attendance is not compulsory, yet highly recommended.

Further information can be found on the lecturer’s webpage at http://docenti.unicatt.it/web/searchByName.do?language=ENGor on the Faculty notice board.