**Organisation and management of change**

## Prof. Francesco Virili

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

The course aims to provide students with useful elements to understand the different aspects and methods of organizational design and operation. It also aims to develop abilities to read business dynamics and business change processes.

At the end of the course the student will be able to:

- deal with the different structures and the different operating modes of organizations.

- analyze organizational activities and organizational processes.

- read, interpret and manage the basic aspects of organizational change and innovation processes.

***COURSE CONTENT***

- Organization and organizational theory.

- The contingent vision of the organizational system.

- Contextual dimensions (environment, technology, dimensions and life cycle, strategy, culture) and structural dimensions (formalization, specialization, hierarchy, centralization, professionalism, personnel indicators).

- Types and forms of organizational change.

- Fundamental elements of organizational design.

***READING LIST***

Attending students:

R.L. Daft, *Organizzazione aziendale*, 6a ed., APOGEO, Milano, 2017.

G. JONES, *Organizzazione. Teoria, progettazione, cambiamento*, Egea, Milano, 2012.

(the chapters to be prepared for the exam will be indicated during the course and in Blackboard)

Slides of the lessons and other materials distributed in class or uploaded on the Blackboard platform.

Non-attending students:

R.L. Daft, *Organizzazione aziendale*, 6a ed., APOGEO, Milano, 2017.

G. JONES, *Organizzazione. Teoria, progettazione, cambiamento*, Egea, Milano, 2012.

(the chapters to be prepared for the exam will be indicated in Blackboard)

***TEACHING METHOD***

Various teaching methods are combined: lectures, discussion of business cases, exercises and group work. In some of the sessions there will also be testimonials from entrepreneurs and managers.

***ASSESSMENT METHOD AND CRITERIA***

- Attending and non-attending students take a written test at the end of the course. The exam is aimed at evaluating: language properties, ability to analyze and interpret planning and organizational change processes. In particular, the written test will be divided into three parts, the first part to ascertain the theoretical knowledge acquired by the student; the second part to verify the practical application of theoretical knowledge, through the design of an organization chart; the third part to test the ability to analyze specific business contexts and related changes, by commenting on a business case. During the course, students will have the opportunity attend seminars with corporate testimonials and carry out group work, to be presented and discussed in class. Participation in seminars and group work will allow the student to achieve a score from 0 to 2 points.

### **NOTES AND PREREQUISITES**

No prerequisites.

### **ORARIO E LUOGO DI RICEVIMENTO DEGLI STUDENTI**

Please refer to [http://docenti.unicatt.it/](about:blank)