# Corporate Organisation

## Prof. Franca Cantoni

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

The course aims to provide students with useful tools for the understanding of the different aspects involved in the organisation of a business system and the methods at the basis of its planning and functioning, developing the ability to interpret the phenomena that characterise organisational change dynamics and processes.

At the end of the course, students will be able to acquire the knowledge of the models and the tools of strategic business management, and develop their ability to analyse and assess competitive strategies. Furthermore, they will be able to demonstrate that they have acquired operational knowledge, and analyse the different structures of a business organisation and how it works.

***COURSE CONTENT***

* The organisation of a business system
* The contingent vision of the organisational system
* The choices related to organisational boundaries.
* The contextual (environment, technology, size and life cycle, strategy, culture) and the structural (formalisation, specialisation, hierarchy, centralisation, professionalism, HR key performance indicators) dimensions.
* The fundamental elements of macro and micro organisational planning
* Interorganisational relationships

***READING LIST***

R.L. DAFT, Organizzazione Aziendale, Maggioli Ed., 2021, seventh ed.

Chapter 1 – Organizzazioni e progettazione organizzativa

Chapter 2 – Strategia, progettazione organizzativa ed efficacia

Chapter 3 – Elementi fondamentali della struttura organizzativa

Chapter 4 – L’ambiente esterno

Chapter 8 – Progettazione organizzativa per le tecnologie manifatturiere e per i servizi

Chapter 10 – Dimensioni organizzative, ciclo di vita e declino (p. 381-395)

Chapter 11 – Cultura organizzativa e controllo

***TEACHING METHOD***

In order to facilitate the learning process, the course will include, in addition to frontal lectures, a series of meetings with different and significant business realities and subject-matter experts working in the field of innovation and organisational change. Above all, the course aims to allow students improve their knowledge of the concepts and the theoretical aspects they have acquired, promoting the meeting with managers and entrepreneurs who face and solve organisational problems on a daily basis.

***ASSESSMENT METHOD AND CRITERIA***

There will not be any differences between attending and non-attending students, in terms of assessment method. Class attendance will not be registered, but the exam questions will be focused on the topics specifically analysed in class and on success stories. Students will have to study the textbook specified above, using the slides and their lecture notes as a support tool, but not as a replacement of it.

The exam will consist of a test with 27 multiple-choice questions, in which students will get 1/30 point for every correct answer. In addition, the test will include a guided open-ended question, where the maximum score is 5/30 points.

In particular, the assessment of the multiple-choice questions aims to test the students’ knowledge of the key concepts, the use of an appropriate technical terminology, and the ability to use their reasoning skills within the subject, while the answer to the open-ended question (assessed in terms of completeness and accuracy, coherence in terms of argumentation, the use of an appropriate terminology, and the ability to make connections) aims to evaluate the application of the theory learnt in class to a practical case study or the reasoned interpretation of the success stories heard in class.

The exam has a duration of 60 minutes.

Further information on the assessment method for the final exam will be made available during the course and on Blackboard.

***NOTES AND PREREQUISITES***

As this is an introductory course, there are no prerequisites in terms of content. Class attendance is not compulsory, but recommended.

Information on office hours available on the teacher's personal page at http://docenti.unicatt.it/.