# Business Organisation Course

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

The course is designed to provide the concepts and methodologies for designing organisational structures, and the definition of coordination mechanisms and organisational behaviour. The course aims to instigate cognitive learning of the main organisational theories applied to all social and business contexts. Similarly, the course is structured to ensure that students fully learn the variables of organisational design and context according to a contingency approach. Through an engaging and interactive teaching method, the course aims to ensure students learn analytical and organisational design skills through the extensive use of case studies to complement the traditional lectures.

***COURSE CONTENT***

1. Introduction to the organisation and definitions

2. Organisational theories

- Classical theories

- The school of human relations

- The contingency theory

3. Theories of organisational design

4. The elements of organisational design

- Objectives of organisational design

- Job sharing

- Coordination models

- The levels of organisational design

- The structural dimensions of organisational design

5. Strategy, organisational design and effectiveness

6. Fundamental elements of the organisational structure

7. Structural models

8. External environment and inter-organisational relations

9. Production and services technologies

10. Information and control technology

11. Size and life cycle

12. Corporate culture

13. Innovation and change

14. Decision making processes

15. Conflict, power and politics

***READING LIST***

R.L. Daft, *Organizzazione Aziendale*, Apogeo (Chapters 1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12 and 13).

A. Cicchetti, *La progettazione organizzativa*, Franco Angeli, Milan (Chapters 1 and 2), 2004.

F. Fontana, *Il sistema organizzativo aziendale*, Franco Angeli, Milan (Chapters 1, 2 and 4), 1997.

Material distributed in class.

***TEACHING METHOD***

Frontal lectures aimed at activating learning of a cognitive nature, seminars held by executives from complex companies and organisations aimed at activating awareness-raising learning, and interactive business cases that allow workshop-like experimentation with realistic (yet unreal) situations. Group work is preferred.

***ASSESSMENT METHOD AND CRITERIA***

A written exam comprising three components: resolution of a business case (or an incident to be discussed), answering of open-ended questions (in a synthetic way), and answering of multiple-choice questions.

***NOTES AND PREREQUISITES***

For attending students, the exam must include the study of the indicated texts, the contents of the work carried out in class (in-depth study of the case studies and examples and discussions proposed by the lecturer), as well as the work and individual study indications which will also be proposed with the aid of the study pack. The study pack is accessible electronically on the booksite of one of the preferred texts (questions to guide learning assessment, readings and case studies, self-assessment tests and study paths) and on the university Blackboard.

In case the current Covid-19 health emergency does not allow frontal teaching, remote teaching will be carried out following procedures that will be promptly notified to students.

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