

## COURSE DESCRIPTION

**Course title:** Organizzazione aziendale

**Pilot domain:** Culture: Diversity & Identity

**ECTS:** 10 ECTS

**Period of delivery:** Second semester

**Mode of delivery:** Semester course on campus/on site

**Language of instruction:** Italian

**Study cycle:** MA

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## General information about the course

### Learning outcomes

The goal of the course in "Business Organization" is to provide students the basic knowledge for the diagnosis and design of organizational structures. In particular, conceptual constructs and organizational theories referring to the different organizational actors are discussed: individual, group, firm and network. In addition, the main tools are also presented, for understanding organizational problems related to division of labor and coordination, motivation of individuals, leadership, organizational culture and management of organizational change and related resistances. The course aims to consistently combine theoretical reflection and evidence derived from managerial practices through self-reported organizational experiences of entrepreneurs and managers. Students will be encouraged to "overlap" the abstract categories that the University institutionally imparts; to the proposed business cases: the two learning plans, with alternating ex cathedra lectures and classroom interventions by managers and business professionals, must be constantly kept in close dialogue for effective learning and long-term internalization of the discipline's contents. So, the teaching methodology proposed during the lectures is aimed at translating abstract knowledge into organizational skills, to be experienced in the classroom, hic et nunc, to then "function" in the face of the discipline of labor markets characterized by ever-increasing flexibility and mobility.

### Expected learning outcomes (Dublin descriptors)

#### Knowledge and understanding

Students must be able to handle the theoretical framework and primary concepts inherent the organizational studies and the narrative approach. With this theoretical knowledge, they must be able to approach organizations and the organizing process critically, being able to overlap the theory studied in class with their own organizational experiences or with stories treated in "O l'impresa, o la vita. Storie organizzative ed epiche" book. At the end, students must also be

able to demonstrate a clear mastery of all perspectives on organizational action and be able to argue the difference between structure and coordination mechanisms.

### **Applying knowledge and understanding**

By the end of the course, students will be able to approach organizations critically, thanks to the tools acquired during the course. They will be able to construct or deconstruct organizations in order to observe details on the micro level or understand their position in the Business System. Students will be able to read and write organizational charts, networks, task sheets and other components of organizations. Moreover, with the skills acquired through the overlapping work they will be able to handle the rudimentary tools of the narrative approach to more deeply understand the basic assumptions of qualitative research.

### **Course content/syllabus**

The course will address the issues of organizational action declined into different actors prospective in parallel with personal stories and narratives. The proposed texts in bibliography will be used concurrently to return to students a holistic understanding of the topics covered in class. The macro-themes, which will be specifically declined below, can be presented as follows: organizational action boundaries, analysis of organizational action from micro and macro perspective, differences between structure and coordination mechanisms declined in different actors and organizational change. Below we present a specific list of each theme:

1. Introductory lecture. Narration, Learning and the Boundaries of Organizational Action.
2. The microstructure of labor: first layer of organizational action and the motivation.
3. Actor group: psychoanalytic approach and first approach to structure.
4. Actor group: structures and relationship mechanisms.
5. Hints at the transaction cost approach.
6. Actor firm. The infrastructure.
7. Actor firm. The sociostructure and organizational charts.
8. Actor firm. The superstructure and the concepts of culture.
9. Actor network: structure analysis and coordination mechanisms.
10. Change between science and organization.

Each topic presented above will be covered in one or more lectures. In addition, every lecture will be associated with one or more stories from the book "*O l'impresa, o la vita. Storie organizzative ed epiche*".

### **Readings/bibliography**

The course will be supported through compulsory readings and some optional readings that may help students to better focus their study.

#### **Mandatory Reading**

- de Vita, P., Mercurio, R., Testa, F. (a cura di), (2007), *Organizzazione Aziendale: assetto e meccanismi di relazione*, Torino, Giappichelli.

- Sicca L.M., (2020), *O l'impresa, o la vita. Storie organizzative ed epiche*, V edizione, Milano, Egea.

#### **Optional Readings**

During the course, new readings and insights (like other multimedial materials) may emerge in the dialogue between faculty and students.

## Teaching methods of the course modules

The course will consist mainly of classroom lectures, during which an attempt will be made to establish a critical relationship toward the texts in the bibliography. These will be accompanied by online sessions and workshops of cooperative learning with entrepreneurs and managers from different business realities.

In addition, students will be able to follow the course on a dual register of thought, the one proposed in the classroom and the one found on "Federica Web Learning" under "Business Organization." In this way, students will have the possibility to consult additional material for each lesson and get a clear idea about the continuity of topics. The purpose is not to take the student away from studying texts, but rather to help the student with additional tools to better master the topics covered in class.

Organizzazione

<https://lms.federica.eu/enrol/index.php?id=166>

Aziendale:

**Exam type:** The examination will take place in written form with open-ended questions. Students are expected to have an ability to "overlap" between what emerged in the course and between their personal life experience and their experience with organizations.