

<b>Programme of “Organizzazione Aziendale” (Business Organization)</b>		
Number of ECTS credits: 6 or 4 depending on the course (workload is 225 hours; 1 credit = 25 hours)		
L18 or L14 (Compulsory, 2nd Year, 2 <sup>nd</sup> semester of Firm’s Economic and Administration (Economia e amministrazione delle imprese)) or Firm’s Legal Specialist (Operatore giuridico d’impresa); LM31 (Management Engineering (Ingegneria gestionale))		
<b>NUMBER OF ECTS CREDITS: 6 CFU (42h)</b>		
Teacher: <b>Lucio Biggiero</b>		
<b>1</b>	<b>Course objectives and Learning outcomes</b>	This course provides students with the basic tools to diagnose and understand the salient features of the different ways of organizing human activity, both aimed at profit and non-profit organizations. The course is open to all students, regardless of the subsequent choices of specialization of the course, who wish to understand organizational structures, coordination problems and decision-making processes. This course is strongly advised for the following courses: Organizzazione del Lavoro (OdL); Organizzazione e Gestione delle Risorse Umane (OGRU), Progettazione e Gestione delle Reti Organizzative (PGRO).
<b>2</b>	<b>Dublin descriptors</b>	<p>Topics of the module include:</p> <ul style="list-style-type: none"> <li>- Organization design</li> <li>- Job design</li> <li>- Interdependence and coordination mechanisms</li> <li>- Human resource management</li> <li>- ICT, TQM, BPR</li> <li>- Organizational change</li> <li>- Organizational learning</li> <li>- Organizational decision-making</li> <li>- Individuals’ decision-making and cognitive biases</li> </ul> <p>On successful completion of this module, the student should be able to:</p> <ul style="list-style-type: none"> <li>- understand the appropriateness of a given org chart,</li> <li>- trace the basic elements of an organization design,</li> <li>- understand and explain the main relationships between size and vertical and horizontal differentiation,</li> <li>- understand the role of ICT in organizations,</li> <li>- understand and explain the main problems to face with organizational change,</li> <li>- provide concrete examples of the main aspects of organizational issues.</li> </ul>
<b>3</b>	<b>Prerequisites and learning activities</b>	Students are strongly recommended to have previously followed the course of General Management (Economia Aziendale) and that of Strategy and Operations Management (Economia e Gestione delle Aziende Industriali).
<b>4</b>	<b>Teaching methods and language</b>	<p>Lectures and exercises. Language: Italian</p> <p>Ref. Text books            Jones, G. (2007) Organizzazione: teoria, progettazione, cambiamento            L. Biggiero 2005. Organizzazione e trasformazioni d’impresa, in L. Pilotti (a cura di) Le strategie dell’impresa. Roma: Carocci.</p> <p>Alternatively, for visiting students:            Jones, G. (2007) Organizational theory, design, and change. Englewood Cliffs: Prentice-Hall.</p>
<b>5</b>	<b>Assessment methods</b>	Written exam.