

Programme of “Organizzazione Aziendale” (Business Organization)		
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 nd 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))		
NUMBER OF ECTS CREDITS: 6 CFU (42h)		
Teacher: Lucio Biggiero		
1	Course objectives and Learning outcomes	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).
2	Dublin descriptors	<p>Topics of the module include:</p> <ul style="list-style-type: none"> - Organization design - Job design - Interdependence and coordination mechanisms - Human resource management - ICT, TQM, BPR - Organizational change - Organizational learning - Organizational decision-making - Individuals’ decision-making and cognitive biases <p>On successful completion of this module, the student should be able to:</p> <ul style="list-style-type: none"> - understand the appropriateness of a given org chart, - trace the basic elements of an organization design, - understand and explain the main relationships between size and vertical and horizontal differentiation, - understand the role of ICT in organizations, - understand and explain the main problems to face with organizational change, - provide concrete examples of the main aspects of organizational issues.
3	Prerequisites and learning activities	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).
4	Teaching methods and language	<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>
5	Assessment methods	Written exam.