UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

From Analysis To Intervention in Organizations

2021-2-E2004P018

Learning area

3: Study of socio-economic and cultural aspects related to organizational processes

Learning objectives

Knowledge and understanding

· provide theoretical elements of orientation and familiarization with the system of organizations

· provide an overview of the evolution of organizations: from industrial revolution to digital revolution and from the production of goods to the production of services

· explain the sociological and psychological theories underlying the relation between individual and organization

· provide a set of understanding for applying socio-psychological theories to organization

· ease the full understanding of organizational dynamics and socio-psychological issues within organizations.

Applying knowledge and understanding

· train abilities to read and understand what an organization is

· carry out a proper analysis of the relations between individuals within organizations

· strengthen the ability of critical and comparative analysis of different organizations

· encourage the understanding of mechanisms for working and cooperating in modern organizations

· introduce operative tools for business practice and advisory in organizations

. test the ability to manage a "real project" in small groups

Contents

The workshop will trace the birth and evolution, in the frame of the psychology of work and sociology, of the classical tools for analysis and intervention in organizations.

Starting from real cases we will analyze the socio-economic variables involved and their impact on the organizational model.

The workshop will discuss how the individual places himself in relation to the evolution of organizations and the meaning he constructs at individually and collectively.

Analysis of communication styles, systemic dynamics and the complexity management will be carried out.

Detailed program

The following topics will be addressed:

· Business Organization: what is it, what are the typical morphological and functional characteristics, what system relates organizations to the market;

· Evolution of organizational model: due to different historical contexts and socio-economic changes and according to goods and services produced;

· Four case-studies of organizations "best in class" with distinguished and best practices (technologies, processes, methods, ...);

· Working in modern organizations: different types of collaboration in organizations;

· Tools for working in modern organizations.

Prerequisites

None in particular. A good knowledge of the foundations of psychology enables a more informed understanding of the course contents.

Teaching methods

Teaching methods during Covid-19 will be held in presence and distance learning (video recorded lessons)

Particularly the work in small groups will have a fundamental role that combined with presentations (both individual and group) will allow the student to train repeatedly on the typical techniques of modern organizations.

Training on business case studies will be the focus of the laboratory approach that promote an inductive learning mode.

The material (lecture notes) will be available on the e-learning site.

Assessment methods

The participation to group activities and project works will be considered and evaluated all along the laboratory.

In particular, it will be evaluated the ability to analyze and deepen the final project work, which students will develop in small groups and present on the last day.

Textbooks and Reading Materials

Detailed information about any other learning material will be provided in the e-learning page of the course.