UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

SYLLABUS DEL CORSO

Fondamenti di Organizzazione

2122-1-E1601N059

Learning objectives

The course gives participants the basic knowledge for understanding the fundamental concepts and tools for the study of organizations from sociological standpoint with the following aims:

1. understanding the (underestimated) relevance of organizations in the contemporary society;
2. learning how to describe and understand the heterogeneity of organizations, their forms, and their ways of functioning.

Contents

In sum, the course' subjects will be the following:

1. what an organization is;
2. structures and organizational configurations;
3. the relationship between the organization and the environment;
4. power, control and formal rules;
5. organizational culture;
6. decision-making processes;
7. organizational *sensemaking*;
8. change, innovation and organizational learning;
9. the dark side of the organization and novel trends in the study of organizations.

Detailed program

The course has been structured as follows. After an introduction with a given definition of the organization that summarizes existing contributions and approaches on the topic, we will discuss the different levels of analysis through which an organization can be studied. Then we will analyze mechanisms, functioning and performance's requirements of organizations. Lessons will deal with a wide range of arguments with the specific purpose of giving students a background concerning the main issues that stimulate the study of organizations from a sociological standpoint. Main topics will be the variety of structures and organizational configurations, the role of the external environment, power and organizational culture, decision-making processes, etc.

More precisely, the topics will be the following:

1. what an organization is;
2. structures and organizational configurations;
3. the relationship between the organization and the environment;
4. power, control and formal rules;
5. organizational culture;
6. decision-making processes;
7. organizational *sensemaking;*
8. change, innovation and organizational learning;
9. the dark side of the organization and novel trends in the study of organizations.

Prerequisites

None

Teaching methods

Frontal lessons, classroom exercises, case studies.

Assessment methods

Written exam with questions regarding all the given references (textbooks, articles, slides etc.).

The correct use of language as well as the ability of argumentation will be also evaluated.

Textbooks and Reading Materials

Program for attending students:

- Maurizio Catino (2012), Capire le organizzazioni, il Mulino, Bologna, Collana “Manuali”

- Slides, additional references, and further material will be available online, at the course page on the e-learning

platform.

Program for non attending students:

- Maurizio Catino (2012), Capire le organizzazioni, il Mulino, Bologna, Collana “Manuali”

- Lia Tirabeni (2017), Lunga vita all'impresa familiare. Cultura, leadership e passaggio generazionale. Il Mulino, Bologna.