



UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

SYLLABUS DEL CORSO

Fondamenti di Organizzazione

2425-1-E1601N059

Learning objectives

The course aims to provide students with the theoretical and methodological tools to investigate organizations from a sociological perspective. The educational objectives of the course are:

- to highlight the often underestimated importance of organizations in contemporary societies;
- to convey the complexity of the dynamics that characterize these particular social entities;
- to understand and describe the heterogeneity of organizations, their forms, and the variety of dimensions involved in their functioning.

Contents

In summary, the course topics will be as follows:

- what organizations are;
- organizational structures;
- the organization-environment relationship;
- power, control, and rules;
- organizational culture;
- decision-making and sensemaking in organizations;
- organizational change, innovation, and learning;
- the dark side of organization.

Detailed program

The program is structured as follows. After introducing a definition of organization that synthesizes the multiple contributions and approaches of organizational thought and discussing the levels of analysis used to study organizations, the mechanisms and logics that guide organizational functioning will be analyzed. The lectures will then cover a wide range of topics with the aim of offering an initial overview of the main issues that stimulate reflection on organizations from a sociological perspective. Topics will include the variety of organizational structures, the role of the external environment, organizational power and cultures, decision-making processes within organizations, and more.

More specifically, the topics covered will be:

- what organizations are;
- organizational structures and configurations;
- the organization-environment relationship;
- power, control, and rules;
- organizational culture;
- decision-making and sensemaking in organizations;
- organizational change, innovation, and learning;
- the dark side of organization.

Prerequisites

None.

Teaching methods

Lectures, in-class exercises, and case analysis. The lectures are interactive: the presentation of key concepts of organizational theory is accompanied by the examination of specific cases and/or exercises designed to facilitate the assimilation of the most important concepts. Expert and practitioner testimonials will also be organized. Specifically, the course includes:

- 21 two-hour traditional lectures (75%);
- 7 two-hour interactive teaching sessions (25%).

All sessions (both traditional and interactive) are conducted exclusively in person.

Assessment methods

Written examination with 15 multiple-choice questions (1.2 points per correct answer) and 2 open-ended questions (up to 6 points each) covering the entire textbook. Specifically, the multiple-choice questions aim to extensively assess the preparation, while the open-ended questions are intended to intensively evaluate the ability to independently reflect on critical points of the syllabus. Argumentative skills will also be assessed. No interim tests will be scheduled.

Textbooks and Reading Materials

Attending and Non-Attending Students:

Catino, C., Tirabeni, L. (2023), *Fondamenti di organizzazione*, il Mulino, Bologna, Collana "Manuali" (entire textbook).

An electronic course pack will also be provided and made available to all students through the e-learning platform.

Erasmus students who do not understand Italian can arrange a customized syllabus with the Professor in one of the following languages: English, Spanish, or Portuguese.

Sustainable Development Goals

INDUSTRY, INNOVATION AND INFRASTRUCTURE | PEACE, JUSTICE AND STRONG INSTITUTIONS
