UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Laboratory 8

2526-3-E1601N087

Learning objectives

The objectives of the laboratory are:

1. to promote a critical approach to the analysis of the functioning of complex organizations;
2. to provide the theoretical and methodological tools necessary to design an organizational analysis and to develop the skills required to apply them to empirical case studies;
3. to enhance the ability to present and discuss research ideas.

More broadly, the laboratory aims to foster knowledge, understanding, and the exercise of critical thinking. Through this laboratory, students are expected to strengthen the following:

- ***knowledge and understanding***: the ability to comprehend the main mechanisms governing organizations, with particular reference to organizational climate and culture;
- ***applying knowledge and understanding***: the ability to use concepts and theories to interpret organizational situations through the discussion of case studies;
- ***making judgements***: the capacity to evaluate organizational phenomena using managerial concepts and theories, with specific attention to the perspectives developed within critical management studies;
- ***communication skills***: the ability to clearly present the approaches adopted in solving the proposed cases;
- ***learning skills***: through individual reflection and group discussion, the development of skills to autonomously identify interpretative frameworks suitable for addressing case-based problems.

Contents

The laboratory focuses on the following topics: governance, the relationship between ownership and control, and new strategic issues (ESG), organisational structure, organisational culture, diversity, inclusion and discrimination, intercultural conflict and aggression. These topics will be explored through case studies analysed and discussed in the classroom and with company testimonials.

Detailed program

The laboratory aims to provide the theoretical and methodological tools to critically analyse the functioning of complex organisations in depth. In particular, a number of central themes will be explored, mainly through the analysis of case studies, group work and classroom discussions, such as change affecting the structure of an organisation, the relationship between ownership and control and corporate strategy, organisational culture, diversity management and inclusion, and conflicts in the workplace.

Prerequisites

The prerequisites are those for the attendance to the 3rd-year laboratories:

- to be enrolled on 3rd year,
- having passed the exam of Mathematics and Statistics,
- having at least 90 CFU,
- the laboratory is included in the study plan.

Teaching methods

The laboratory is based on interactive lessons, including group work and analysis of empirical case studies.
Specifically, the laboratory consists of 24 hours, approximately 8 of which are dedicated to lecture-based teaching (front-facing lessons using slides and audio-visual content) and 16 hours to interactive teaching (in-class exercises, group work, case studies)

Assessment methods

Evaluation of the work/activities done during the class to assess the acquisition of competencies detailed in the learning objectives section.

Textbooks and Reading Materials

The reading materials will be provided before each lesson.

Sustainable Development Goals

GENDER EQUALITY | INDUSTRY, INNOVATION AND INFRASTRUCTURE | REDUCED INEQUALITIES