UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

# SYLLABUS DEL CORSO

# Innovazione Organizzativa

**2526-2-E1601N064**

## Learning objectives

Knowledge and Understanding
**Understand organizational innovation processes in their various forms**
Distinguish between different modes of innovation diffusion within and across organizations
Recognize the main social and economic implications of organizational innovation processes

**Ability to Apply Knowledge and Understanding**
Identify the stakes involved in the diffusion of innovations over the medium to long term
Be able to distinguish the different areas of innovation in which an organization can invest
Recognize the intensity and scope of organizational innovation processes in economic, social, and employment terms, as well as in relation to entrepreneurial strategies

**Autonomy of Judgment**
Critically examine the social and institutional implications of organizational innovation processes
Evaluate the agency of technologies in regulating collective behavior

**Communication Skills**
Adopt a language free from pro-innovation bias when discussing technological and organizational innovations.

**Learning Skills**
Develop the ability to search for data and information on innovation processes from reliable sources, free from entrepreneurial interests.

## Contents

The course deals with the issue of organizational innovation, addressing different dimension of this concept:

- The sociological understanding of the concept of economic innovation

- Product innovation

- Process innovation

- The diffusion of innovations

- The social consequences of organizational innovation

## Detailed program

The program of course is divided into four modules. The first module will develop in-depth analysis of the concept of organizational innovation, illustrating its various forms and the main sociological theories that tackles its origin and significance.

The second module focuses on product innovation, considering the forms of measurement and diffusion dynamics.

The third part of the course is instead focused on process innovation. It investigates innovation as an internal organization process and innovation as a broader phenomenon that affects a given sector or context.

The last part of the course is devoted to the analysis of the social consequences of organizational innovation, in relation to the labor market and welfare systems, economic growth and environmental sustainability.

## Prerequisites

Basic knowledge of organizational theory

## Teaching methods

The course will consist of traditional lectures for 70% of the total hours.

The remaining teaching hours will follow an interactive teaching approach, through in-class exercises and group work, according to the following breakdown (subject to changes based on scheduling needs and classroom availability):

- 9 lectures of 3 hours each (traditional teaching)
- 7 lectures of 2 hours each (traditional teaching)
- 5 lectures of 3 hours each (interactive teaching)

## Assessment methods

The exam consists of a written test divided into two sections:

- A multiple-choice section (10 questions)
- An open-ended section (2 questions)

The evaluation of the open-ended questions will take into account the following criteria:

- Clarity and accuracy of the answers
- Command of scientific language
- Depth and structure of the reflection

The maximum score awarded for open-ended questions will be 10 points.

Each correct answer to the multiple-choice questions will increase the final score by one point.

The total time available for the test is 60 minutes.

## Textbooks and Reading Materials

Ramella F. (2014), Sociologia dell’innovazione economica, Bologna, il Mulino. Capitoli: Introduzione, 1 e 5.

Rossi P. (2018), L'innovazione organizzativa, Carocci, Roma (in corso di stampa)

(*An additional reading list of scientific articles will be communicated by the teacher at the beginning of the course*)

## Sustainable Development Goals

INDUSTRY, INNOVATION AND INFRASTRUCTURE