



UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

SYLLABUS DEL CORSO

Analisi delle Organizzazioni

2627-3-E1601N077

Learning objectives

Knowledge and Understanding

By the end of the course, students will be familiar with some of the main concepts and theoretical models developed within organizational studies to analyze decision-making, power dynamics, organizational culture, organizational structures, and relationships with the external environment. They will also understand how these models have been applied in empirical research to interpret and explain organizational phenomena in different contexts.

Applied Knowledge and Understanding

Students will be able to apply concepts and theoretical models to the analysis of real organizational cases. They will be able to use these tools to critically interpret empirical evidence relating both to the internal functioning of organizations and to their relationships with the external environment, and to develop empirically grounded interpretations of organizational phenomena.

Making Judgements

Students will develop the ability to independently and critically evaluate organizational aspects and dynamics, particularly those related to decision-making, power dynamics, organizational culture, organizational structures, and relationships with the external environment.

Communication Skills

Through classroom discussions of real cases, students will acquire mastery of the language of organizational studies and develop the ability to present organizational analyses clearly and rigorously, using theoretical concepts and empirical evidence appropriately.

Learning Skills

Students will develop the ability to navigate the scientific literature and to independently apply conceptual tools and theoretical perspectives to the analysis of different organizational phenomena and contexts.

Contents

The course is structured around five key themes in organizational analysis: decision-making, power, organizational culture, organizational structures, and the relationship between organizations and their environment. Particular attention is devoted to the relationship between theory and empirical research through the examination, within each thematic area, of selected theoretical perspectives and of classical and contemporary studies that illustrate their application to the analysis of real organizational cases.

Detailed program

The course is organized around five fundamental dimensions of organizational analysis, moving from the individual level to the organizational and inter-organizational levels. The first part of the course focuses on decision-making processes, with particular attention to how individuals make decisions under conditions of bounded rationality and in contexts characterized by uncertainty and complexity. It then examines power dynamics within organizations, exploring the different sources of power in organizational settings and the ways in which they shape actors' behaviors and relationships. The course subsequently focuses on organizational culture and on the processes through which meanings, values, and shared practices are constructed within organizations. It then addresses organizational structures, with particular attention to network structures. Finally, the course examines the relationship between organizations and their environment, focusing on the isomorphic mechanisms that help explain the diffusion of similar organizational models and practices.

The course adopts an organizational analysis perspective centered on the interpretation of empirical cases, with the aim of developing students' ability to use theoretical models as tools for research and for understanding organizational phenomena. To this end, each thematic area combines the study of selected theoretical models with the analysis of classical and contemporary empirical studies that illustrate their application to the study of organizations.

Prerequisites

None

Teaching methods

The course is taught in Italian and combines lectures, practical exercises, and group work designed to develop both a theoretical understanding of the course contents and the ability to apply the analytical tools acquired throughout the course. The course consists of a total of 56 hours of teaching activities, approximately 40% of which are delivered as lectures (DE) and 60% as interactive teaching activities (DI). All teaching activities, both lecture-based and interactive, are conducted exclusively in person.

Assessment methods

No mid-term assessments are scheduled. Student learning will be assessed through a written examination consisting of four open-ended questions based on the materials listed in the "Reference Texts" section. Each

question is worth between 0 and 7.5 points.

The examination is designed to assess students' knowledge and understanding of the course contents according to the following criteria:

- knowledge of the concepts and empirical cases;
- ability to establish connections between the different topics covered;
- clarity and logical coherence in the organization and presentation of arguments;
- mastery of the specialized terminology of the discipline.

Textbooks and Reading Materials

A course reader containing the examination materials (which must be studied in their entirety) will be made available after the beginning of the lessons on the e-learning platform.

Sustainable Development Goals

DECENT WORK AND ECONOMIC GROWTH | INDUSTRY, INNOVATION AND INFRASTRUCTURE | PEACE,
JUSTICE AND STRONG INSTITUTIONS
