



UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

SYLLABUS DEL CORSO

Innovazione Organizzativa

2627-2-E1602N012

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 addresses the topic of organizational innovation by examining its key dimensions, including:

- Conceptual foundations of organizational innovation
- Pioneering studies on economic and organizational innovation
- The relationship between technological innovation and organizational innovation
- Artificial intelligence and organizational innovation
- Areas of organizational innovation: strategies, organizational structures, and production processes
- Product and service innovation
- The generation of organizational innovation: Research and Development (R&D), Open Innovation, User Innovation, and Co-creation
- Organizational innovation and the labor market

Detailed program

The course is organized into five parts.

1. The first part introduces and discusses the fundamental concepts for the study of organizational innovation. It also provides a historical perspective by examining the contributions of classical scholars in sociology and economics.
2. The second part explores the relationship between organizational innovation and technological innovation. Particular attention is devoted to the increasing delegation of production processes to technological artifacts. It also examines the relationship between artificial intelligence and organizational innovation.
3. The third part focuses on specific areas of organizational innovation, including strategies, organizational structures, production processes, and product innovation.
4. The fourth part examines the social and economic dimensions of organizational innovation. It analyzes the internal and external conditions that foster the generation of innovation within organizations.
5. The fifth and final part addresses the implications of organizational innovation for the labor market.

Prerequisites

Basic knowledge of organizational theory

Teaching methods

The course will consist of 70% lecture-based teaching and 30% interactive learning activities, including classroom exercises and group work.

The duration of each class session will be determined according to classroom availability during the teaching period.

Assessment methods

Students may choose between two assessment methods:

a. Midterm Assessments

Students who intend to attend the course may complete three midterm assessments during the semester. Each assessment consists of the in-class discussion, individually or in groups, of a case proposed by the instructor. The final grade will be calculated by summing the scores obtained in each of the three assessments (each worth up to 10 points).

Students who wish to take the examination in this way must inform the instructor (by email) by the end of the second week of the course.

Alternatively:

b. Final Examination

The examination consists of a written test (with an optional oral examination), structured as follows: one section with ten multiple-choice questions; one section with two open-ended questions

Each correct answer to the multiple-choice questions is worth one point. The answers to the open-ended questions will be assessed according to the following criteria: clarity and accuracy of the answers; command of scientific terminology; ability to develop a well-structured argument

The total time allowed for the written examination is 60 minutes.

Please note that the course materials required to prepare for the examination are the same for both assessment methods.

Textbooks and Reading Materials

- Ramella, F. (2014), *Sociology of Economic Innovation*, Bologna: il Mulino. Chapters: Introduction, 1, and 5.
- Plesner, U., & Husted, E. (2020), *The Digital Organization*, Bologna: il Mulino. Chapters: 1, 2, 3, 4, 5, and 6.
- Rossi, P. (2018), *Organizational Innovation*, Rome: Carocci. Chapters: 1, 3, 5, 6, 7, and 8.

An additional reading list of articles will be provided by the instructor at during course.

Sustainable Development Goals

INDUSTRY, INNOVATION AND INFRASTRUCTURE
