

FACULTY OF **ECONOMICS**

DEGREE COURSE: **BUSINESS AND ECONOMICS BA**

SUBJECT: ORGANIZATIONAL STUDIES

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OBJECTIVES

This course provides an overview of corporate strategy in a global context and introduces students to the fundamentals of managing organizations. We will use models and concepts of organizational theory to analyze human behavior in organizational settings as well as organizational processes and systems.

Students will familiarize themselves with the analysis of organizations and their environments (stakeholders, ethical issues, resource dependence, etc.), organizational design (mechanistic and organic organizational structures, coordination, culture, etc.), and organizational change, organizational transformations, digital innovation, etc.).

This course includes the analysis of some business case studies in order to give students the opportunity to apply in real-life situations some of the concepts mentioned above .

CONTENTS

- 1 Organizations and Organizational Effectiveness:
- 2 Classical management theories and motivational theories
- 3 Stakeholders, Managers, and Ethics
- 4 The organizational environment, Resource Dependence Theory, and Transaction Cost Theory
- 5 Organizational Design
- 6 Designing Organizational Structure: Authority and Control
- 7 The organizational Structures
- 8 The Organizational Culture

- 9 Organizational Design and Strategy
- 10 Organizational Design, Competences, and Technology
- 11 Organizational Change
- 12 Organizational Transformations
- 13 Decision making and the Bounded Rationality of H. Simon
- 14 Innovation, Entrepreneurship, and Creativity
- 15 Managing Conflict, Power, and Politics

ASSESSMENT

Written exam: multiple choice and open questions

RECOMMENDED TEXTBOOKS

- Jones G.R., "Organizational Theory, Design, and Change", Prentice Hall, 7th Ed., 2013