General information	
Academic subject	**Theories of Organization and analysis of labour processes**
Degree course	LM-63 Scienze delle Amministrazioni
Academic Year	2022/2023
European Credit Transfer and Accumulation System (ECTS)	8
Language	Italian
Academic calendar (starting and ending date)	Second semester
Attendance	Recommended

Professor/ Lecturer	
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Virtual headquarters	Napoli
Tutoring (time and day)	

Syllabus	
Learning Objectives	The course aims to develop the capability for critical analysis and reflection on the social, technical, and professional dimensions that characterize modern organizations, particularly public bodies and knowledge organizations. The student, at the end of the course, will acquire in-depth knowledge on the most important organizational and professional dynamics that characterize public institutions and on change management methodologies
Course prerequisites	
Contents	- - The course consists of 4 training modules: - - a) **The theories of the organization**. In this context, starting from the Scientific Management theory of Taylor and the bureaucracy model of Weber, the evolution of organizational thought is analyzed through the contribution of the main critics of Weberian thought (Crozier, Merton, Touraine, Weick, Socio-technical theory, Neo-institutionalism). - - b) **The organizational and professional characteristics of the public administration**. This module analyzes the typical organizational models of public administrations (with particular reference to ministries, territorial bodies, universities, special purpose agencies), planning, and performance management systems. In this context, also through the representation of international case studies, different organizational models and solutions are compared, and the main criticalities are verified. - - c) **Roles, professions, and competencies in public organizations**. As part of the module, human resource management models will be analysed, job profile description techniques will be analysed, and the professional profiles characteristic of the public system will be described.

	The module examines models to analyse management's competencies, and personnel skills (Spencer, Boyatsis) and the personnel classification models particularly for the PA will be examined.
	- d) **Change management in complex organizations**. In this module, the evolution of organizational models (network enterprises, agile model, lean organizations, knowledge organizations, ...), and organizational planning and re-design techniques will be analysed. The module will touch upon socio-technical approach to planned change in organizations with reference to public bodies.
Books and bibliography	The teacher will prepare *ad hoc* lectures for the course available on the department website. Furthermore, student are required to study: a) G. Bonazzi – Storia del pensiero organizzativo – FrancoAngeli Milano, Parte I (Capitoli 1-2), Parte II b) R. Mussari – Economia delle Amministrazioni pubbliche Mc Graw Hill (Capitoli 3-4)
Additional materials	

Work schedule			
Total 200	Lectures 52	Hands on (Laboratory, working groups, seminars, field trips) 12	Out-of-class study hours/ Self-study Hours 136
Hours			
ECTS			
Teaching strategy			
Expected learning outcomes			
Knowledge and understanding on:		The courses aims to develop a capability for critical analysis and reflection on the social, technical and professional dimensions that characterize modern organizations, with particular reference to public bodies and knowledge organizations.	
Applying knowledge and understanding on:		The course, starting from the most recent organizational and sociotechnical trends (lean organization, agile model, adhocratic model…) aims to strengthen the skills necessary to interpret complex organizations and to govern the dynamics of transformation of organizations. Particularly:	

	- recognize the relationship between mission / policies / strategies and organizational models / solutions - read the organizations, observe their fundamental characteristics and draw their identifying traits; - identify on the basis of the main organizational theoretical approaches and the relational and behavioural implications for the action of people and groups (also through the use of role playing during the course); - understand the strategies and models of organizational change (with particular reference to the Public Administration), and define the impact on people - analyse roles and professional models that act within complex organizational systems (such as public organizations and knowledge organizations);
Soft skills	• *Communication skills* At the end of the course, the student will be able to appropriately express the main organizational dimensions and techniques and to act effectively within complex organizational systems • *Ability to learn* The analysis of case studies and the use of learning histories during the course will allow the student to assume organizational learning as one of the pillars of organizational change and governance of complex organizations • *Autonomy of judgment* The student will be able to critically reflect on the adequacy of organizational models and to analyze the main social, technical and professional criticalities

Assessment and feedback	
Methods of assessment	Oral exam with a grading system on a 0-30 scale. The maximum possible score is 30 cum laude
Evaluation criteria	The oral exam is aimed at verifying the understanding of the main dimensions of the organizations and organizational models being studied during the Course, at verifying the appropriateness of the candidate's communication and the ability to analyze, reflect and critical thinking.

Criteria for assessment and attribution of the final mark	Oral examintion, at the end of the coursebased on a grading system on 0-30 scale.
Additional information	