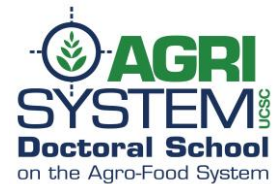




UNIVERSITÀ
CATTOLICA
del Sacro Cuore



BUSINESS ORGANISATION AND HUMAN RESOURCE MANAGEMENT

Prof. Francesco Virili
Faculty of Economics and Law

Course Aims

The course provides an introduction to business principles and architectures by offering a reasoned overview of the main dimensions of the context (strategy, culture, life cycle phases, organizational dimensions, technology) and structure of the companies operating in current environments characterized by high dynamism and discontinuity. Particular attention will be given to organizational border choices and outsourcing of organizational areas and functions.

As organizational structures and human resources management are strictly interrelated, space and attention will be dedicated to the understanding of the main staff management levers (recruitment, selection, training, performance management, career paths).

Topics will be treated from the dual point of view: domestic companies that are going through the different phases of internationalization and multinational corporations.

Methodology

The course will be developed through lectures and discussions with students. Case studies and exercises will concern companies mainly operating in agrifood.

Students' grades will be based on their class active involvement. The course will be taught in English

Course description

1. Organizations as open systems: the effects of the contextual dimensions on the structure and behaviour of the companies
2. The contingency approach
3. Reasons, effects and costs related to organizational border choices (how and why outsource?)
4. Main HRM leverages (both at a domestic and an international level)

Recommended texts

Charts will be posted on the web before classes. Selected papers will be made available to investigate topics deemed of particular interest.