



UNIVERSITÀ DEGLI STUDI DI PALERMO

DEPARTMENT	Scienze Economiche, Aziendali e Statistiche		
ACADEMIC YEAR	2019/2020		
BACHELOR'S DEGREE (BSC)	ECONOMICS AND BUSINESS ADMINISTRATION		
INTEGRATED COURSE	BUSINESS ORGANISATION AND ORGANISATIONAL BEHAVIOUR		
CODE	20617		
MODULES	Yes		
NUMBER OF MODULES	2		
SCIENTIFIC SECTOR(S)	SECS-P/10, M-PSI/06		
HEAD PROFESSOR(S)	INGRASSIA RAIMONDO	Professore Ordinario	Univ. di PALERMO
OTHER PROFESSOR(S)	INGRASSIA RAIMONDO	Professore Ordinario	Univ. di PALERMO
	PACE FRANCESCO	Professore Associato	Univ. di PALERMO
CREDITS	9		
PROPAEDEUTICAL SUBJECTS			
MUTUALIZATION			
YEAR	3		
TERM (SEMESTER)	1° semester		
ATTENDANCE	Not mandatory		
EVALUATION	Out of 30		
TEACHER OFFICE HOURS	<p>INGRASSIA RAIMONDO Thursday 13:30 15:00 Dipartimento di Scienze Economiche, Aziendali e Statistiche (DSEAS) - Viale delle Scienze - Edificio 13 - 4° Piano - Ufficio n. 17 (entrando al piano a SX) - Ricevimento IN PRESENZA (valido solo per Giovedì 30 maggio).</p> <p>PACE FRANCESCO Thursday 12:00 14:00 Il ricevimento si terrà presso il Dipartimento SEAS (Economia, Ed. 13). Sarà possibile svolgerlo attraverso la piattaforma telematica "Teams" (tale richiesta va precisata all'atto della prenotazione). A tutti i prenotati (in presenza o a distanza) sarà comunicato per mail, il giorno precedente, l'orario in cui saranno ricevuti. Sarà strettamente seguito l'ordine di prenotazione.</p>		

DOCENTE: Prof. RAIMONDO INGRASSIA

PREREQUISITES	Basic Knowledge of Business Administration
LEARNING OUTCOMES	Teaching goal is to provide the basic tools for understanding the operational problems of public and private organizations, the environment of organizations, interorganizational relationships, the criteria of specialization and coordination of the individual and collective work activity, the basic organizational structures, the impact of the information and communication technologies as well as the size, the life cycle of organizations, the managerial decision-making.
ASSESSMENT METHODS	Oral Exam. The assessment is carried out of thirty. Rejected: Not sufficient 18: Just sufficient 19-21: Fully sufficient / More than sufficient 22-24: Fairly good 25-27: Good 28-29: Very good 30: Excellent 30 e lode: Excellent cum laude
TEACHING METHODS	Knowledge and ability to understand Acquisition of knowledge related to the most important phenomena related to the public and private organizations. Capacity to apply knowledge and understanding Capacity to analyze case studies and practical problems of organizational issues related to public and private organizations Making Judgments Capacity to analyze, evaluate and understand the organizational phenomena in self-learning as well as in the preparation of studies and personal research. Ability to communication Ability to use the specific language of these disciplines. Speaking to a relatively well-informed audience or in job interviews. Learning Capacity Capacity to self-learning, also by consultation of scientific publications of organizational studies. Capacity to tackle higher education as degree courses, masters, seminars, post-graduate courses in the subject matter of this teaching

**MODULE
MODULE II**

Prof. FRANCESCO PACE

SUGGESTED BIBLIOGRAPHY

Gary Dessler, (2013). Fundamentals of Human Resource Management. Pearson. ISBN 9781292023700

AMBIT	10675-Attività formative affini o integrative
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INDIVIDUAL STUDY (Hrs)	51
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COURSE ACTIVITY (Hrs)	24
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EDUCATIONAL OBJECTIVES OF THE MODULE

The course objective is to provide a complete picture of the factors, the dynamics and contingent critical issues that affect the management of people in complex organizations. The aim to understanding these aspects is providing a conceptual framework capable of enabling to identify different strategies to create an appropriate balance between the existential needs of people and operating goals and objectives of the labor organizations. Will be provided skills to understanding psychological phenomena that govern the behavior of individuals in work contexts, paying especially attention to the motivation issues; will be also studied scientifically rooted practices that regulate aspects of the recruitment and personnel selection, development of skills in organizations, performance management, organizational and evaluation systems of the individual person (position, performance, skills, potential), and the attention to safety and health through the achievement of an adequate organizational climate.

SYLLABUS

Hrs	Frontal teaching
3	Foundations and Frameworks in Human Resources Management
2	Strategic Human Resources Management
4	Factors affecting employee behaviour: Motivation, commitment, engagement
3	Recruitment and personnel selection
4	Training in organizations
4	Performance and potential assessment
4	Employee well-being, health and safety

**MODULE
MODULE I**

Prof. RAIMONDO INGRASSIA

SUGGESTED BIBLIOGRAPHY

Daft R., L. (2014). Organizzazione aziendale. Apogeo. Milano (5a edizione o edizioni precedenti e successive in lingua italiana). Sono esclusi dal programma i capitoli: 10-11-13. Per quanto riguarda il cap. 8 gli studenti dovranno utilizzare eventualmente il materiale cartaceo che sarà messo a disposizione dal docente.

AMBIT	10675-Attività formative affini o integrative
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INDIVIDUAL STUDY (Hrs)	102
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COURSE ACTIVITY (Hrs)	48
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EDUCATIONAL OBJECTIVES OF THE MODULE

Teaching goal is to provide the basic tools for understanding the operational problems of public and private organizations, the environment of organizations, interorganizational relationships, the criteria of specialization and coordination of the individual and collective work activity, the basic organizational structures, the impact of the information and communication technologies as well as the size, the life cycle of organizations, the managerial decision-making.

SYLLABUS

Hrs	Frontal teaching
2	The organizational phenomenon and the contents of a discipline (Ch. 1)
4	Organizational Effectiveness: concepts and measurements (Cap. 2)
4	The Environment and organizations (Ch. 4)
5	Interorganizational relationships (Ch. 5)
8	The basic organizational structures (Ch. 3)
4	The international environmental organizations (Ch. 6)
5	Organizational features of manufacturing and services (Ch. 7)
5	Organizational design: the Perrow and Thompson models (Ch. 7)
4	Knowledge Management. The information and communication technologies and organizations (Ch. 8)
3	Size, life cycle and decline of organizations (Cap. 9)
4	Organizational and managerial decision-making (Ch. 12)