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Supervisor Expression of Interest MSCA - Marie Sklodowska Curie Action - (PF) Postdoctoral Fellowship 2022

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Department Name:	Department of Management, Economics and Industrial Engineering (DIG)
Research topic:	Organization 4.0 and new forms of organization
MSCA-PF Research Area Panels:	<input type="checkbox"/> CHE_Chemistry <input type="checkbox"/> ECO_Economic Sciences <input type="checkbox"/> ENG_Information Science and Engineering <input type="checkbox"/> ENV_Environmental and Geosciences <input type="checkbox"/> LIF_Life Sciences <input type="checkbox"/> MAT_Mathematics <input type="checkbox"/> PHY_Physics <input type="checkbox"/> SOC_Social Sciences and Humanities
Politecnico di Milano Areas:	<input type="checkbox"/> Cultural Heritage <input type="checkbox"/> Smart Cities <input type="checkbox"/> Horizon Europe Missions <input type="checkbox"/> Health <input type="checkbox"/> Industry 4.0
Brief description of the Department and Research Group (including URL if applicable):	<p>The Department of Management, Economics and Industrial Engineering (DIG) of Politecnico di Milano offers an end-to end portfolio of programmes for academic and research education, including BSc and MSc, and the PhD Programme, within the field of management, economics, and industrial engineering. DIG research aims to contribute to the production and dissemination of original and relevant knowledge, by adopting a holistic approach that encourages an inter-disciplinary perspective and draws on the fact that it belongs to one of the most prominent technical universities in the world. (https://www.som.polimi.it/en/the-school/about-us/)</p> <p>Within the Department, Professor Raffaella Cagliano is part of the GIGA research group, specialized in people and organization management, innovation and supply chain management.</p>



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Title	Organization 4.0 and the future of work
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Brief project description:
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Digital technologies are nowadays one of the central factors in the transformation of any organization, from service to manufacturing industries. The set of these transformations, accelerated by COVID-19 pandemic, entails a deconstruction of the traditional parameters of organization of work, offering both challenges and opportunities.

On one hand, in the manufacturing context, digitalization is associated to the concept of Smart Manufacturing or Industry 4.0, referring to the transition towards a new paradigm of interconnected, digitalized and intelligent production systems which has several impacts in terms of organization of work, e.g. Industrial Smart Working concept and the importance of a joint design of technological and organizational variables. On the other hand, remote, virtual, and flexible working modes have become commonplace for knowledge workers and industries like services or IT. Nonetheless, the recent pandemic pushed the boundaries of digitalization and new forms of working even for companies belonging in these sectors. As a consequence, new forms of organizations are arising fast: workforce platforms and networks, widespread workstations, collaboration between employees and freelancers, focus on accountability instead of hierarchy, are just some examples.

Aligned with this view, the objective of the project is to explore and understand contemporary trends in future of work and alternative organizational practices and models, with a focus on the role that digital technologies play in such process. Some examples of research questions are: What role does digital technology play in the evolution towards new ways of working in different sectors? Which are the alternative drivers for human capital exploration and exploitation for contemporary organizations in light of digitalization?