

## TRACCIA COLLOQUIO ORALE n° 1

1) Il candidato illustri la distinzione tra performance organizzativa e performance individuale ed il loro legame nei sistemi di performance management

2) INGLESE: lettura e comprensione del testo

“The role of the administration has undergone a significant transformation and continues to do so, at this time when major changes are being made to the university system. This transformation is aimed at helping the administrative structure – already a solid and valid reference compared to other bodies – to improve through ongoing changes in terms of: organization, with a rationalisation of the structure into areas and services, the names of which already infer their similarity to a private model, with choices intended to standardize functions and culture, with methodological principles that provide the technical/administrative staff with awareness towards the culture of results, of working with a spirit of service, of promptness and transversality. The new objectives concerning the administrative structure are based on passing from a bureaucratic and officious approach to a managerial approach, on working for quality services, not limiting oneself to having an instrumental or marginal role, but in making indispensable contributions to the University's development”.

3) OFFICE: Spiegare le funzioni di una tabella pivot su excel

## TRACCIA COLLOQUIO ORALE n° 2 (Estratta dal candidato)

- 1) Illustrare il modello delle competenze ed il legame con un sistema di performance management
- 2) INGLESE: lettura e comprensione del testo

“Politecnico di Milano is a place for experimentation and project planning for collective development. In order to face the crucial themes of tomorrow’s society, it is essential to implement the policies described. Hence, the Politecnico contributes its know-how and expertise to accept challenges ranging far beyond the deadline of 2022.

It does so by responding to the growing rate of population ageing with new services and products: from biomedical applications to project planning of new living environments”

- 3) OFFICE: Spiegare la funzione CERCA.VERT su Excel