



DIG PhD scholarship

Title	Organization 4.0 and the future of work and organizations
Theme	<p>Digital technologies are nowadays one of the central factors in the transformation of any organization, from service to manufacturing industries. At the same time, other economic and societal major trends are significantly changing the future of work scenarios. The set of these transformations, accelerated by COVID-19 pandemic, entails a deconstruction of the traditional forms of organization, offering both challenges and opportunities.</p> <p>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 not 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, self-management are just some examples.</p> <p>Finally, the urgent call for addressing the unavoidable societal challenges related to the environment, inequalities, poverty, decent work, responsible production and consumption summarized in the 17 Sustainable Development Goals expressed by the 2030 UN Agenda are pushing companies to rethink their purpose, strategy and organizational model to contribute to a more sustainable development and a just environmental transition. As a consequence, new forms of organization focused on purpose, engagement and citizenship need to be explored.</p> <p>Aligned with this view, the objective of this research stream is to explore and understand contemporary trends in future of work and alternative organizational practices and models, with a focus on the role that the twin digital and sustainability transition plays 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? What new forms of organization are more suitable to actively contribute to sustainable development? What is the process of innovating and changing the organizational forms? What are the main challenges and opportunities for</p>



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	the individuals and the organizations in the transition towards new forms of work and organization? These and other questions will be explored in this research stream.
DIG professors involved	Raffaella Cagliano and Filomena Canterino
International collaborations	<i>ESADE – Spain, KTH – Sweden, Aalborg – Denmark, ETH – Switzerland, University of Amsterdam, NL, University of Groningen – NL, Curtin University, Australia</i>