



PhD in INGEGNERIA GESTIONALE / MANAGEMENT ENGINEERING - 38th cycle

INAIL Research Field: INNOVATE GOVERNANCE AND MANAGEMENT MODELS TO SUPPORT RESEARCH & DEVELOPMENT

Monthly net income of PhDscholarship (max 36 months)

€ 1450.0

In case of a change of the welfare rates during the three-year period, the amount could be modified.

Context of the research activity

Motivation and objectives of the research in this field

Inail - Istituto Nazionale Assicurazione contro gli Infortuni sul Lavoro - will increasingly play a key role in the safety of workers, reducing the phenomenon of accidents, insuring workers who carry out risky activities, and finally to ensure the reintegration into working life of those injured at work. Research and development on prevention and safety control and verification methodologies is part of INAIL's mission, but will be even more a key node in the next years in this digital transition phase. The goal of this doctoral project is to innovate governance and management models to support research and development. The project will start with a thorough analysis of INAIL's current situation and the investigation of interesting cases of other complex public entities. The project will subsequently involve the development of a new management model that includes performance evaluation of the research and development area. The design will involve the development of alternatives, assessing the external impact but also the organizational impact.

Methods and techniques that will be developed and used to carry out the research

The project will use the methodology of action research. The PhD student will conduct the project under Polytechnic supervision and with close involvement with INAIL. The initial phase will involve cognitive interviews of the current situation and direct observation, actively participating in the changes taking place in INAIL. The phase of defining alternatives will take into account



	The phase of defining alternatives will take into account developments at the international level, contextualized in INAIL's complex system. Finally, the detailed design will involve the detailed definition of expected activities, competencies and performance.
Educational objectives	The project and doctoral track in engineering management, will enable the candidate to develop a broad portfolio of skills and capabilities. The candidate will develop the ability to analyze a complex organizational framework where the output of activities is long term and uncertain (research and development activities). Critical ability in analyzing relevant cases and contextualizing to specific contexts will be developed. Constant interaction with INAIL will also enable the development of interpersonal and synthesis skills that only such a complex case allows.
Job opportunities	<p>The job opportunities opened by this pathway are broad and range from key roles in managing change processes in general for complex organizations to more specific roles related to the activities under study. Finally, the skills and abilities develop open up advanced roles in consulting.</p> <p>As reported in ART 1 of the Convention , the project will include a period to be carried out at the INAIL bodies, in accordance with the research development program, and will pursue educational objectives related to the PhD itself. The scholarships are subject to the presence of PhD students at INAIL compatibly with the teaching activities coordinated with the tutor of the Politecnico. Each project will be followed by the INAIL representatives together with the tutors of the Politecnico.</p>
Composition of the research group	3 Full Professors 2 Associated Professors 3 Assistant Professors 10 PhD Students
Name of the research directors	Prof.ssa Michela Arnaboldi

Contacts
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Additional support - Financial aid per PhD student per year (gross amount)	
Housing - Foreign Students	--
Housing - Out-of-town residents (more than 80Km out of Milano)	--

Scholarship Increase for a period abroad	
Amount monthly	725.0 €
By number of months	6

Additional information: educational activity, teaching assistantship, computer availability, desk availability, any other information
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