

Labour 4.0 in UniTo

The **process of digitization** and **Industry 4.0 paradigm** affect almost everything in today's organizations and puts huge pressure on organizational, management and control processes companies are facing.

UniTo researchers work on how digitization **improves working style** and **accelerates change**.

To be successful we need new skills and competencies, new forms of leadership, new organizational capabilities and, last but not least, new approaches to performance measurement and management control systems. UniTo can help companies to **redefine the key strategic decisions-making processes** to prepare them for these fundamental changes. It could be as part of the **strategic orientation** (Roadmap & Assessment), **the anchoring in the organization** (Change Management & Target Operating Model) or the specific **design of the performance management instruments** (Digital Forecasting, Digital Reporting).



**Università
di Torino**



UniTo researchers support the **competitiveness of businesses and business networks** through:

1. **Interpreting data** collected and delivered by consumers
2. **Designing and implementing network structures**, analytical tools and learning processes
3. Strengthening the **skills of people** involved and **designing motivation strategies** in order to increase collaboration in data interpretation and performance improvement
4. Supporting the **reorganization of structures** and the **development of appropriate leadership models**
5. **Supporting strategic and management decision-making processes** and ensuring sustainability (e.g., adapting KPI and incentive systems)

**Graduate Employment Rate
2014 1 year after graduation**

Total **63.5%**

1st cycle degree **54,4%**

2nd cycle degree **76%**

Five-year degree **70,7%**



Furthermore, UniTo researchers improve **competitiveness and equity** through:

1. Policies for promoting and encouraging stable **cooperation between enterprises and training and research organizations**
2. Training policies to improve the **relationship among businesses and the labour market**
3. Policies to improve the **quality of the socio-economic environment** and of the work itself
4. Impacts of work 4.0 on the **social rights**.

For any further information, please contact

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