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**

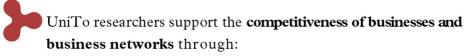
the key strategic decisions-making processes to prepare them for these fundamental changes. It could be as part of the strategic orientation (Roadmap &

Assessment), the anchoring in the organization (Change Management & Target Operating Model) or the specific design of the performance management instruments

(Digital Forecasting,

Digital Reporting).





- Interpreting data collected and delivered by consumers 1.
- Designing and implementing network structures, analytical 2. tools and learning processes
- Strengthening the skills of people involved and designing motivation 3. strategies in order to increase collaboration in data interpretation and performance improvement
- Supporting the reorganization of structures and the development of 4.

appropriate leadership models

5. Supporting strategic and management decisionmaking 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:

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

For any further information, please contact

External Relations Office Susanna Bison, relazioniesterne@unito.it (+39) 3357263663 Press Office Elena Bravetta and Giuseppe Gramegna ufficio.stampa@unito.it (+39) 3311800560-3389833781

A special focus is published on www.politichediateneounito.it