



Course syllabus

Faculty Board of Business, Economics and Design
School of Business and Economics

2FE051 Organization and Management Studies, 30 högskolepoäng
Organization and Management Studies, 30 credits

Main field of study

Business Administration

Subject Group

Business Administration

Level of classification

First Level

Progression

G2F

Date of Ratification

Approved by the Board of the School of Business and Economics 2009-12-15

Revised 2011-09-30. Reading list revised

Translation into Swedish and revision due to changes in literature and other changes in accordance with the syllabi for the equivalent freestanding courses.

The course syllabus is valid from autumn semester 2011

Prerequisites

60 credits in Business Administration including Basic Organization Theory 7.5 credits or the equivalent.

Expected learning outcomes

Module 1: Organization Theories, 7.5 credits

Having completed the course, the student shall be able to:

- account for classic as well as modern theories on organizing and managing
- take critical stance towards classic as well as modern theories on organizing and managing
- make a thick description of an ordinary organizational situation
- problematize an ordinary organizational situation by the means of classic as well as contemporary theories on organizing and managing

Module 2: Leadership Theories, 7.5 credits

Having completed the course, the student shall be able to:

- Account for contemporary leadership theories, especially the tension between leadership as art and leadership as science
- Perform theoretically founded analyses of various leadership cases

- Express a holistic view of the dynamic field of leadership theories and practises

Module 3: Organizational Change and Renewal, 7.5 credits

Having completed the course, the student shall be able to be able to:

- Account for organizational change and renewal, especially regarding innovation, entrepreneurship and creativity
- Account for theories of planned and unplanned change and renewal
- Problematize ideas regarding planned and unplanned change and renewal from a theoretical and practical perspective

Module 4: Modern Perspectives in Organizations and Management, 7.5 credits

Having completed the course the student shall be able to:

- Account for perspectives used in contemporary research on organizing.

Content

Module 1 Module 1: Organization Theories 7.5 credits

The course consists of the following components:

- Semiotics
- tructure
- owledge
- Power
- Rationality
- Ideology
- Self
- Boundary
- Effeciency
- Decision-Making

Module 2 Module 2: Leadership Theories 7.5 credits

- Leadership as Personality and Behavior
- Leadership as Relation
- Symbolic Leadership
- Leadership as Impression
- Leadership and Efficiency
- Gendered aspects of Leadership

Module 3 Module 3: Organizational Change and Renewal 7.5 credits

The course discuss theoretical perspectives on change and renewal:

- Organizational Development
- Innovation
- Entrepreneurship
- Creativity
- Theories about planned and unplanned organizational change
- Theoretical perspectives on continuous change, business development etc

Module 4 Module 4: Organizational Change in Organizations and Mgmt 7.5

credits

The course discuss perspectives in contemporary organization theory research. The course will also give insights to current research activities on organizing at Linnaeus University.

Type of Instruction

Module 1: Organization Theories, 7,5 credits

Lectures and seminars

Module 2: Leadership Theories, 7,5

Lectures and seminars

Module 3: Organizational Change and Renewal, 7,5 credits

Lectures, tutoring and seminars

Module 4: Modern Perspectives in Organizations and Management, 7,5 credits

Lectures and seminars.

Examination

The course is assessed with the grades Fail (U), Pass (G) or Pass with Distinction (VG).

Module 1: Organization Theories, 7.5 credits

The course is examined by an individual, closed book, i.e. written examination (60%) and a seminar paper (40%). Results are graded using one of the terms Passed with distinction (80% -100%), Pass (60%-79%) or Fail (0%-59%), and A-F according to the ECTS scale.

Module 2: Leadership Theories, 7.5 credits

A combination of written exam, seminar papers and case writing. Results are graded using one of the terms Passed with distinction (80% -100%), Pass (60%-79%) or Fail (0%-59%), and A-F according to the ECTS scale.

Module 3: Organizational Change and Renewal, 7.5 higher education credits

The course is examined by a seminar paper (Term paper) and case studies. The grades are Pass with Distinction (80%-100%), Pass (60%-79%) or Failure (0%-59%).

Module 4: Modern Perspectives on Organizations and Management, 7.5 credits

The course is examined by a mix of written exam and seminar paper. The grades are Pass with Distinction (80%-100%), Pass (60%-79%) or Failure (0%-59%).

Concerning all modules:

The grading is based on assessment of the written exams, reports and the student's ability to present and discuss report contents. Results are graded using one of the terms Passed with distinction, Pass or Fail. Students who do not achieve a satisfactory result in the examinations are permitted to make a second attempt approximately 5-8 weeks after the normal examination date. The student will have a minimum of five occasions for written exams in relation to the syllabus to which the student was accepted. Usually 3 occasions per academic year.

Course Evaluation

A written evaluation is conducted and compiled in a report, which is filed at the department. The result and actions, if taken, are communicated to the teacher responsible for the course and presented to the students in the way most appropriate according to the teacher responsible for the course. Other types of evaluations, such as continuous during the course or oral communication with the students, can occur and is encouraged to secure continuous quality improvement.

Credit Overlap

Each course module has a corresponding single-subject course with which there is a

100% credit overlap.

The corresponding single-subject courses are:

2FE051:1 equals 2FE016

2FE051:2 equals 2FE017

2FE051:3 equals 2FE018

2FE052:4 equals 2FE019

Required Reading and Additional Study Material

Module 1: Organization Theories, 7,5 higher education credit

Jackson, N, Carter, P, Rethinking Organisational Behaviour: A Poststructuralist Framework, 2nd ed, Harlow: Financial Times Prentice Hall, 2007, 390 pages

Shafritz, J M, Ott, J S, Yong Suk Jang (eds), Classics of Organization Theory, 6th ed, Belmont, Calif: Thomson Wadsworth, 2005 or latest edition, 544 pages

Module 2: Leadership Theories, 7,5 higher education credits

Yukl, Gary, Leadership in organizations, 6th edition (or later edition), Pearson, 2006

Hatch, Kostera and Kozminski, The Three Faces of Leadership. Manager, Artist, Priest, Blackwell Publishing, 2005

Module 3: Organizational Change and Renewal, 7,5 higher educ

Burke, W. W. (2011). Organization change: Theory and practice, 3rd ed, Sage, 2011, 384 p

Morris, M. H., Covin, J. G., Kuratko, D. F., Corporate entrepreneurship and innovation, 3rd ed, Cengage Learning, 2011, 512 p

Students choose relevant articles from a separate list. 200 p

Module 4: Modern Perspectives in Organizations and Managemen

Tsoukas, H., Knudsen, C. (eds.), The Oxford Handbook of Organization Theory: Meta-theoretical Perspectives, Oxford: Oxford University Press, 2003, 644p