



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 2012-12-17. Revised due to changed module 4. Also changes in literature and other changes in accordance with the syllabi for the equivalent single subject courses.

The course syllabus is valid from autumn semester 2013

Prerequisites

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

Objectives

Module 1: Organization Theories, 7.5 credits

After completed course, the student is expected to be able to:

- describe and explain classic as well as contemporary theories on organization and management
- apply, compare and critically discuss classic as well as contemporary theories on organization and management
- describe an everyday organizational situation
- apply classic as well as contemporary theories on organization and management on an everyday organizational situation

Module 2: Leadership Theories, 7.5 credits

After completed course, the student is expected to be able to:

- account for contemporary leadership theories, especially the tension between leadership as art and leadership as science
- perform a theoretically founded analysis of a contemporary topic within the field

- of leaderships research
- express a holistic view of the dynamic field of leadership theories and practises

Module 3: Organizational Change and Renewal, 7.5 credits

After completed course, the student is expected to be able to:

- account for organizational change and renewal
- use these theories to discuss the development of organizations
- problematize theories on organizational change and renewal

Module 4: Strategic management, 7.5 credits

After completed course, the student is expected to be able to:

- describe and explain basic strategic concepts
- apply, compare and critically discuss traditional as well as contemporary perspectives on strategy
- identify and plead the importance of the different perspectives and their respective approaches to working strategically in organizations
- apply theories and models on descriptions of strategic work in organizations

Content

The course contains the following modules:

Module 1 Organization Theories 7.5 credits

The course contains classic theories on organization, such as Mintzberg's model of structure, in order to provide students with a knowledge base on classic organization theory. However, the focus of the course is on poststructural (also called postmodern) organization theory with a perspective where themes such as semiotics, for example how a situation is interpreted, and power, for example who has the power to ordain certain interpretations, are emphasized.

The course contains the following themes:

- semiotics
- structure
- knowledge
- power
- rationality
- self
- ideology
- boundary
- efficiency
- decision-making

Module 2 Leadership Theories 7.5 credits

The course contains:

- leadership as personality and behavior
- leadership as relation
- symbolic leadership
- leadership as impression
- leadership and efficiency
- gendered aspects of leadership

Module 3 Organizational Change and Renewal 7.5 credits

The course discuss theoretical perspectives on change and renewal:

- organizational change
- organizational development
- corporate entrepreneurship

Module 4 Strategic Management 7.5 credits

The course contains:

- basic concepts in strategy, such as vision goal and strategy
- traditional perspectives on strategy, such as Porter's generic strategies
- contemporary perspectives on strategy, such as processual, systemic and evolutionary perspectives

Type of Instruction

Module 1: Organization Theories, 7.5 credits

Lectures and seminars

Module 2: Leadership Theories, 7.5 credits

Lectures and seminars

Module 3: Organizational Change and Renewal, 7.5 credits

Lectures, tutoring and seminars

Module 4: Strategic 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 and a seminar paper.

Module 2: Leadership Theories, 7.5 credits

A combination of written exam, group project and a reflection paper.

Module 3: Organizational Change and Renewal, 7.5 credits

The course is examined by a seminar paper (Termpaper) and case studies.

Module 4: Strategic Management, 7.5 credits

Assessment of the student's attainments is carried out by means of individual written examination or home exam. An active participation during mandatory seminars is also a prerequisite for a pass grade.

Concerning all modules:

Results are graded using one of the terms Passed with distinction, Pass or Fail, and A-F according to the ECTS scale. For the grade pass, the expected learning outcomes have to be reached; the grade is based upon the degree to which the learning outcomes are met. The weighing of the grades to the course grade is following the principles in the document "Principer för betygsrapportering dnr 2011/160".

Students who do not achieve a satisfactory result in the examinations are permitted to make a second attempt approximately 5 to 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 course evaluation is carried out and compiled in a report, which is archived at the department. The results and possible measures taken are communicated by the course coordinator and presented to the students the next time the course is given, or in another way deemed suitable by the course coordinator. Other types of course evaluations, for example regular evaluations throughout the course or discussions with students, will be included and encouraged with the aim of ensuring continuous quality development.

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

2FE051:4 equals 2FE060

Required Reading and Additional Study Material

Module 1: Organization Theories, 7.5 credits

Jackson, N., Carter, P., *Rethinking Organisational Behaviour: A Poststructuralist Framework*, 2nd ed, Harlow: Financial Times Prentice Hall, 2007 or latest edition, 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 credits

Gill, R., *Theory and Practice of Leadership*. latest edition, Sage Publications, 408 pages

Hatch, M.J., Koster, M. & Kozminski, (2005) *The Three Faces of Leadership. Manager, Artist, Priest*. Blackwell Publishing, 184 pages

Module 3: Organizational Change and Renewal, 7.5 credits

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

Morris, M. H., Covin, J. G. & Kuratko, D. F., (2011). *Corporate entrepreneurship and innovation*, 3rd ed, Cengage Learning, 512 pages

Scientific articles, about 200 pages

Module 4: Strategic Management, 7.5 credits

Alvesson M., (1998). The Business Concept as a Symbol, *International Studies of Management & Organization*, vol. 28(3), pp. 86-108, 22 pages

Coulter, M., (2005). *Strategic Management in Action*, 3rd ed, Prentice Hall, New Jersey. 396 pages

Johnson, G., Scholes, K. & Whittington, R., (2008). *Exploring corporate strategy*, 8th ed, Financial Times Prentice Hall, Harlow. Selected 200 pages

Whittington, R., (2001). *What is Strategy and Does It Matter?*, Thomson Learning, London. 151 pages