



## Course syllabus

School of Business and Economics

Department of Organisation and Entrepreneurship

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 2009-12-15

Revised 2013-10-29 by School of Business and Economics. Revised due to changed order of the modules and literature.

The course syllabus is valid from autumn semester 2014

### **Prerequisites**

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

## Objectives

### **Module 1: 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 2: 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

### **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: 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

## **Content**

The course contains the following modules:

### ***Module 1 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 2 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

### ***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 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

## Type of Instruction

### **Module 1: Leadership Theories, 7.5 credits**

Lectures and seminars

### **Module 2: Strategic Management, 7.5 credits**

Lectures and seminars

### **Module 3: Organizational Change and Renewal, 7.5 credits**

Lectures, tutoring and seminars

### **Module 4: Organization Theories, 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: Leadership Theories, 7.5 credits**

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

### **Module 2: 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.

### **Module 3: Organizational Change and Renewal, 7.5 credits**

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

### **Module 4: Organization Theories, 7.5 credits**

The course is examined by an individual, closed book, i.e. written examination and a seminar paper.

### **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 objectives have to be reached; the grade is based upon the degree to which the objectives are met. The weighing of the grades to the course grade is following the principles in the document "Principer för betygsrapportering dnr: ELNU 2011/160".

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.

Students that do not pass reports can complement after consultation with the examiner.

## Course Evaluation

A written course evaluation is carried out and compiled in a report, which is archived at the faculty. 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 2FE017

2FE051:2 equals 2FE060

2FE051:3 equals 2FE018

2FE051:4 equals 2FE016

## Required Reading and Additional Study Material

### Module 1: Leadership Theories, 7.5 credits

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

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

### Module 2: 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.

### Module 3: Organizational Change and Renewal, 7.5 credits

Hayes, J. *The Theory and Practice of Change Management*. Palgrave MacMillan. Latest edition. 518 pages.

Scientific articles. About 500 pages

### Module 4: Organization Theories, 7.5 credits

Bell, E. & Thorpe, R. A. *Very Short, Fairly Interesting and Reasonably Cheap Book about Management Research*. SAGE Publications Ltd. Latest edition. 160 pages.

Strannegård, L. & Styhre, A. *Management: An advanced introduction*. Studentlitteratur. Latest edition. 288 pages.

Watson, T. *In Search of Management: Culture, Chaos and Control in Managerial Work*. Cengage Learning. Latest edition. 242 pages.

Designated scientific articles covering the themes poststructuralism, power and identity

as well as organizations and the society. 200 pages.