



Course syllabus

School of Business and Economics

Department of Management

2FE051 Organization and Management Studies, 30 högskolepoäng

2FE051 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 2022-12-05 by School of Business and Economics. Change of department.

The course syllabus is valid from spring semester 2023

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 (Term paper) 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

The course cannot be included in a degree along with the following course/courses of which the content fully, or partly, corresponds to the content of this course: 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., Koster, 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.