



APPLIES TO ACADEMIC YEAR
2002/2003

GRA 6026 Organization Science

Program

Master of Science (common course)

Responsible for the course

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Department

Leadership and Organizational Management

Term

MSc: Fall

ECTS Credits

6

Objective

One of the main objective of this course is to provide the students with a multi-perspective view of organizations. It is almost trivial to state that organizations are complex phenomena. Exploring this complexity is, however, not a trivial endeavour. The understanding of organizational life requires an ability to see organizations from different angles and to accept paradoxes. Research on organizations certainly reflects their complex everyday life. Various research traditions have emerged during the last decades resulting in a vital and dynamic debate on the characteristics of this everyday life. Student in organization science are supposed to master this plurality and to be able to regard the pros and cons of a plurality of research approaches. In this sense, this introductory course in organization science, does not only aim at introducing the students to different theories but also to foster a multi-perspective view on organizational reality. Training the students in flexible thinking and fostering a respectful attitude towards paradoxical explanations are central objectives with practical implications.

A course in organization science cannot, however, ignore the dramatic changes in organizational structures that, today, are observable in the private as well as in the public sectors. Understanding these new organizational forms - why they are emerging and which characteristics they bear - are of central importance for managers acting in these sectors. Therefore, the course also aims at giving the students a deeper understanding of the present "experiments" in organizational structures and processes.

Prerequisites

none

Compulsory literature

Morgan, Gareth. 1997. *Images of organization*. New ed. Thousand Oaks, CA.: Sage Publications.

Recommended literature

Course outline

A multi-perspective view of organizations
Organizations as machines, organisms (natural systems), cultures, political systems, iron cages etc.
Paradoxical explanations
Structural changes: From hierarchies to internal networks and virtual organizations
The new focus upon processes

Computer-based tools

Course structure

The course will be structured as seminars, combining lectures with active dialogues. The technique of "deconstruction" will be introduced and used in an attempt to uncover the deeper layers of academic articles and research contributions. The students will be trained in this technique and are expected to demonstrate their learning in three reports, handed in during the course. One minor case.

Evaluation

Three hour written exam subject to pass in obligatory assignments

Evaluation code(s)

GRA60261

Aids at the examination

None, at the written exam

Makeup exam

At the next ordinary exam