



APPLIES TO ACADEMIC YEAR 2003/2004

ORG 2300 Organization and management

Program

N/A

Responsible for the course

Astrid Richardsen

Department

Leadership and Organizational Management

Term

According to study plan

ECTS Credits

12

Students will be given a thorough overview of major issues in organization theory. Classical approaches as well as new perspectives will be presented in order to illustrate how people think and behave in organizations. The course is divided into four theoretical parts. The first part include objectives and effectiveness, organizational structure, organizational culture, power, and organizational context. The second part focuses on important organizational processes, e.g., communication, decision making, learning and organizational change. The third part comprises an introduction to organizational psychology, and the fourth part will emphasize a basic introduction to leadership.

Objective

The course will give students an understanding of major topics and basic concepts within the field. In addition to organization theory, the course will provide insight into human behaviour and attitudes, how decisions are made and the nature of human interaction. The aim is to provide students with a critical understanding of the most common psychological processes in organizations. The course will also focus on analysis of leader behaviour and effects of leadership on various organizational outcomes. At the end of the course students will have learned about major issues and contributions within organization theory, organizational psychology and leadership, as well as approaches to practical application of theories to problem solving in the work place.

Prerequisites

: No particular prerequisites are required.

Compulsory literature

Jacobsen, Dag Ingvar & Jan Thorsvik. 2002. *Hvordan organisasjoner fungerer: Innføring i organisasjon og ledelse*. 2. utg. Bergen-Sandviken: Fagbokforlaget.

Jacobsen, Dag Ingvar & Jan Thorsvik. 2002. *Arbeidsbok og casesamling til Hvordan organisasjoner fungerer*. 2. utg. Bergen-Sandviken: Fagbokforlaget.

Kaufmann, Geir og Astrid Kaufmann. 2003. *Psykologi i organisasjon og ledelse*. 3. utg. Bergen: Fagbokforlaget.

Recommended literature

None

Course outline

- Objectives and effectiveness
- Organizational structure
- Individual, social and cultural aspects
- Power and conflict
- Organization and external environment
- Communication
- Decision making
- Learning and organizational change
- Motivation
- Emotions and personality

- Perception and attribution
- Attitudes and job satisfaction
- Group dynamics and team building
- Leader style and leader behaviour
- Change management
- Leadership and social interaction
- Women and management
- Leadership, empowerment and self-management

Computer-based tools

Computer-based tools are not used.

Course structure

The course consists of 72 lecture hours. It is recommended that students form study groups to work on cases.

Evaluation

Evaluation consists of a five hour written examination.

Evaluation code(s)

ORG23001 Organization and Management - Exam is worth 100% of final grade.

Aids at the examination

None

Makeup exam

Makeup exam is given each semester