



APPLIES TO ACADEMIC YEAR 2004/2005

ORG 9853 Organization Theory

Program

Bachelor's Program in International Marketing, Bachelor's Program in Market Communication, Bachelor's Program in Marketing, Bachelor's Program in Public Relations, Bachelor's Program in Retail Management, Bachelor's Program in Tourism and Service Management, Bachelor in Business Administration, Bachelor of Business Administration Program in Auditing, Bachelor of Business Administration Program in Finance

Responsible for the course

Bård Kuvaas

Department

Leadership and Organizational Management

Term

According to study plan

ECTS Credits

6

Objective

The objective of the course is to give students a basic understanding of organizational behaviour. The students will be guided through the most important topics within organizational theory, where classical approaches and more recent perspectives are presented side by side in order to illustrate managerial thinking and behaviour in organizations. The course consists of three main parts. The first part covers organizational goals and effectiveness, structure, culture, power and organizational environment. The second part deals with processes in organizations, while the third part is dedicated to the question of how to study organizations. After having completed the course, the students should have learned the most central concepts and contributions within organizational theory, along with skills in applying theory to "real life situations". Students should also get acquainted to BIs electronic library, as a prerequisite to further academically writing.

Prerequisites

No particular prerequisites are required. However, the course content should be viewed in relation to the course ORG 9601. An internet-based test containing subject matter from ORG 9601 is offered at the start of the semester.

Compulsory literature

Jacobsen, D.I. and J. Thorsvik. 2002. *Hvordan organisasjoner fungerer: Innføring i organisasjon og ledelse*. 2nd ed. Bergen-Sandviken: Fagbokforlaget.

Jacobsen, D.I. and J. Thorsvik. 2002. *Arbeidsbok og casesamling til Hvordan organisasjoner fungerer*. 2nd. ed. Bergen-Sandviken: Fagbokforlaget.

The following scientific articles that can be obtained through the regional colleges' electronic access to the NSM libraries.

Das, T.K. and B.-S. Teng. 1999. "Cognitive biases and strategic decision processes: An integrative perspektiv." *Journal of Management Studies*, 36 (6):757-778.

Detert, J.R., R.G. Schroeder and J.J. Mauriel. 2000. "A framework for linking culture and improvement initiatives in organizations." *Academy of Management Review*, 25:850-863.

Harvey, C. and J. Denton. 1999. "To come of age: The antecedents of organizational learning". *Journal of Management Studies*, 36:897-916.

Nutt, P.C. 1999. "Surprising but true: Half the decisions in organizations fail". *Academy of Management Executive*, 13:75-90.

Recommended literature

Standal, E.G og A. Leenheer. 2002. *Organisasjonsteori: Studieguiden i ORG 9853*. Sandvika: Handelshøyskolen BI.

Course outline

- Goals and effectiveness
- Organizational structure

- Individual, social and cultural relationships
- Power and conflict
- Organizations and their environment
- Motivation
- Communication
- Decision making
- Learning
- Change
- Leadership
- Studying organizations

Computer-based tools

The internet based platforms Blackboard and apollon are in use throughout of the course, at the lecturer's didactic judgements. All students are responsible for acquiring access to the internet, in order to test their level of knowledge as a part of the course.

Course structure

Full-time and part-time

Lectures

The course outline is 36 hours of lectures. Steady progression is regarded as a necessity within the course, when wanting to achieve high-level results. The establishment of colloquia are highly recommendable. In addition to the compulsory literature, an own study guide is available, which contains tips for studying the course, plan of recommended progress, plus assignments with proposed solutions.

Working with case assignments

At the start of the semester, a case assignment will be handed out. The assignment should be completed during the first half of the course. It should be handed in to the lecturer, which gives written feedback on the content presented. Experiences gained in working with the case during the semester should prove to be most relevant when students are working with the final case presented as home exam assignment at the end of the semester.

Multiple-choice tests

Multiple-choice tests containing questions from the compulsory literature are available for the course contenders by accessing designated web pages. Students should as a helpful learning activity pass all tests during the semester. There are no limitations regarding the number of times the students can access or try out for the tests. All aids are allowed in the process of working with the web-based tests.

The course is also provided as Distance Learning.

Evaluation

A home exam, to be completed in 72 hours, concludes the course. The home exam can be prepared individually or in groups of two or three students.

Evaluation code(s)

ORG 98532 – home exam, which accounts for 100% of the grade in ORG 9853, 6 credits.

Aids at the examination

All aids are permitted.

Makeup exam

A makeup exam is held in every term.