



APPLIES TO ACADEMIC YEAR 2005/2006

## GRA 6026 Organization Science

### Program

Master of Science in Business, Master of Science in Management, Master of Science in Marketing (Management), Master of Science in Marketing (Marketing), Master of Science in Marketing (Organizational Communication), Master of Science (common course)

### Responsible for the course

Thorvald Hærem

### Department

Leadership and Organizational Management

### Term

According to study plan

### 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

A Bachelor's degree in Business or eq

### Compulsory literature

#### Books:

Scott, W. Richard.. 2003. Organizations : Rational, natural, and open systems. 5th ed.. Upper Saddle River, NJ: Prentice Hall Pearson Education

### 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**

Blackboard/homepage

**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 three obligatory assignments

**Evaluation code(s)**

GRA60261

**Aids at the examination**

Bilingual dictionary at the written exam

**Makeup exam**

Re-takes are only possible at the next time a course will be held. When course evaluation consists of class participation or process elements, the whole course must be re-evaluated when a student wants to retake an exam. Retake examinations entail an extra examination fee.