



APPLIES TO ACADEMIC YEAR 2005/2006

ORG 9853 Organization Theory

Program

Bachelor in Arts and Management (2. year), Bachelor in Auditing (2. year), Bachelor in Business and Finance (2. year), Bachelor in Business Law (3. year), Bachelor in International Marketing (2. year), Bachelor in IT-management (2. year), Bachelor in Market Communication (2. year), Bachelor in Marketing (2. year), Bachelor in Public Relations (2. year), Bachelor in Retail Management (2. year), Bachelor in Tourism Management (2. year), Bachelor of Business Administration (2. year), Bachelor of Science in Business and Economics (2. year)

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

Books:

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

Jacobsen, D.I. og J. Thorsvik. 2002. Hvordan organisasjoner fungerer: innføring i organisasjon og ledels. 2. utg. Bergen-Sandviken: Fagbokforlaget

Articles:

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

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

Piderit, S. K. 2000. "Rethinking restiance and recognizing ambivalence: A multidimensional view of attitudes toward an organizational change.". *Academy of Management Review*. 25(4): 783-794

Seibert, S. E., Silver, S. R., & Randolph, W. A.. 2004. "Taking empowerment to the next leve: A multiple-level model of empowerment, performance, and satisfaction.". *Academy of Management Journal*. 47(3): 332-349

Other:

Vitenskapelige artikler (lastes selv ned av kursdeltakerne gjennom BI-høyskolenes

elektroniske oppkobling mot BIs biblioteker):

Recommended literature

Other:

Ingen

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

Evaluation code(s)

ORG 98532 – take 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.

