



APPLIES TO ACADEMIC YEAR 2007/2008

## ORG 9853 Organization Theory

### Program

Bachelor in Arts and Management (2. year), Bachelor in Auditing (2. year), Bachelor in Business Law (3. year), Bachelor in Entrepreneurship (2. year), Bachelor in Finance (2. 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 of Science in Business (2. year), Bachelor of Science in Marketing (2. year), Bachelor of Business Administration (2. year)

### Responsible for the course

Bård Kuvaas

### Department

Leadership and Organizational Management

### Term

According to study plan

### ECTS Credits

6

### Language of instruction

Norwegian

### 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. 2007. Arbeidsbok og casesamling til Hvordan organisasjoner fungerer. 3. utg. Bergen-Sandviken: Fagbokforlaget  
. 156 sider

Jacobsen, D.I. og J. Thorsvik. 2007. Hvordan organisasjoner fungerer: innføring i organisasjon og ledels. 3. utg. Bergen: Fagbokforlaget. 466 sider

#### Articles:

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

Ferraro, F., Pfeffer, J. & Sutton, R.I.. 2005. Economic language and assumptions: How theories can become self-fulfilling. *Academy of Management Review*. 30(1):8-24

Piderit, S. K. 2000. "Rethinking resistance 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., and Randolph, W. A. 2004. "Taking empowerment to the next level: 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

The course outline is 42 hours of lectures, of which 6 hours are dedicated to lecture assisted work with cases. Steady progression is regarded as a necessity within the course, when wanting to achieve high-level results. The establishment of colloquia are highly recommendable.

**Mandatory case**

At the start of the semester, a case assignment will be handed out. The case assignment is to be prepared individually or in groups of two or three students. The paper should be maximum 5 pages and must be handed in to the lecturer, who sets the hand in date. The lecturer registers the papers and organizes feedback on the cases. Experiences gained in working with cases 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.

