GRA 6026 Organization Science

Program
Core Course, Master of Science in Leadership and Organizational Psychology, Master of Science in Marketing

Responsible for the course
Thorvald Hærem

Department
Department of Leadership and Organizational Behaviour

Term
According to study plan

ECTS Credits
6

Language of instruction
English

Learning outcome
One of the main objectives of this course is to provide the students with an in depth understanding of organizations. Organizations are a main tool that modern society applies to meet the challenges of innovation and resolution of complex tasks. To understand how to organize to resolve the various challenges that organizations meet is a main focus of this course. The course provides a review of the main contributions to organization research up to present times. Another main objective is to provide students with a background to understand the changes in organizational structures that, today, are observable in the private as well as in the public sectors. Understanding 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 qualifying for admission to the MSc programme.

Compulsory literature
Books:
Scott, W. Richard and Gerald F. Davis. 2007. Organizations and organizing: Rational, natural, and open system perspectives. Upper Saddle River, NJ: Pearson Education. Det diskuteres et særtrykk for denne boken tilpasset til kurset.

Collection of articles:
Collection of scientific articles will be made available before course start.

Recommended literature

Course outline
- Introduction, Organizations as rational, natural & open systems
- Organizations as Rational systems
- Organizations as Natural systems
- Organizations as Open Systems
- Disiging Organizations & Combining Perspectives
- Organizations & Environment
- The Nature of the Firm
- Boundary Spanning & Boundary Setting
- Technology & Structure: Coordination & Routines
- Environment & Structure
- Modern Organizational forms

Computer-based tools
Blackboard/homepage

Course structure
The course is structured as seminars, combining lectures with active dialogues. The course will combine text book readings with research articles. The lectures will utilize current business cases to illustrate main points in the literature. There are two obligatory case assignments which are designed to train the students in application of the theory to real situations.

Specific Information regarding student evaluation will be provided in class. Please note that while attendance is not compulsory in all courses, it is the student's responsibility to obtain any information provided in class that is not included on the course homepage/Blackboard or text book.

Evaluation
70% Three hour written exam. 30% class based activities in the form of a mix of some/ all of the following: hand in of case write ups, projects, and homeworks; case presentations and class participation; in class midterm and quizzes.

Evaluation code(s)
GRA60261 accounts for 100 % of the final grade in the course GRA 6026.

Aids at the examination
A bilingual dictionary. Exam aids at written examiniations are explained under exam information in our web-based Student handbook. Please note use of calculator and dictionary. http://www.bi.edu/studenthandbook/examaids

Makeup exam
Re-takes are only possible at the next time a course will be held. When the course evaluation has a separate exam code for each part of the evaluation it is possible to retake parts of the evaluation. Otherwise, the whole course must be re-evaluated when a student wants to retake an exam. Retake examinations entail an extra examination fee

Honor Code
Academic honesty and trust are important to all of us as individuals, and represent values that are encouraged and promoted by the honor code system. This is a most significant university tradition. Students are responsible for familiarizing themselves with the ideals of the honor code system, to which the faculty are also deeply committed.

Any violation of the honor code will be dealt with in accordance with BI's procedures for cheating. These issues are a serious matter to everyone associated with the programs at BI and are at the heart of the honor code and academy integrity. If you have any questions about your responsibilities under the honor code, please ask.