



APPLIES TO ACADEMIC YEAR 2009/2010

GRA 6026 Organization Science

Programme

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

Responsible for the course

Department

Department of Leadership and Organizational Behaviour

Term

According to study plan

ECTS Credits

6

Language of instruction

English

Introduction

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.

Learning outcome

KNOWLEDGE

Understand the concept of Organizations

Know about the fundamental research streams in organization science

Know how to organize to facilitate the resolution of different types of tasks

Know how to adjust the organizational structure to the influence of different types of environment

Know about the effectiveness of major organizational mechanisms

Know about the workings of major organizational mechanisms such as power, authority and goal setting.

SKILLS

Be able to analyze organizational problems

Be able to identify mismatches in different organizational settings

Know techniques to adjust an organization to environmental demands

Know techniques to adjust an organization to internal technological demands

Be able to apply theoretical frameworks to specific organizational problems

Be able to pinpoint generic organizational problems

REFLECTION

Developed a measured understanding about the relevance and scope of organizations

Be able to understand how organizations can be analyzed in different perspectives

Have a realistic and empirically based attitude to the strengths and limits of rational organizational theories

Developed a measured and empirically based understanding of how micro and macro conditions interact in organizations and how to analytically disentangle them

Understand how organization theory is the foundation for leadership and management

Prerequisites

A Bachelor's degree qualifying for admission to the MSc programme.

Compulsory reading

Books:

Scott, W. Richard and Gerald F. Davis. 2007. Organizations and organizing : rational, natural, and open system perspectives. Upper Saddle River, N.J. : Pearson Education. Det diskuterer

et særtrykk for denne boken tilpasset til kurset.

Collection of articles:

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

Other:

A list of compulsory readings will be provided on Blackboard or in class.

During the course there may be hand-outs and other material on additional topics relevant for the course and the examination.

Recommended reading

Course outline

- Introduction, Organizations as rational, natural & open systems
- Organizations as Rational systems
- Organizations as Natural systems
- Organizations as Open Systems
- Designing 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

Learning process and workload

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.

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

Examination

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.

Specific information regarding student evaluation beyond the information given in the course description will be provided in class. This information may be relevant for requirements for term papers or other hand-ins, and/or where class participation can be one of several elements of the overall evaluation.

Exam code(s)

GRA60261 accounts for 100 % of the final grade in the course GRA 6026.

Examination support materials

A bilingual dictionary.

Exam aids at written examinations are explained under exam information in our web-based Student handbook. Please note use of calculator and dictionary.

<http://www.bi.edu/studenthandbook/examaids>

Re-sit examination

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

Additional information

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 academic integrity. If you have any questions about your responsibilities under the honor code, please ask.