



APPLIES TO ACADEMIC YEAR 2013/2014

## DRE 6004 Organisation Science

### Programme

Leadership and Organization

### Responsible for the course

Svein S Andersen

### Department

Department of Leadership and Organizational Behaviour

### Term

According to study plan

### ECTS Credits

6

### Language of instruction

English

### Introduction

**Please note that this course will be revised before it is offered again**

### Learning outcome

#### Learning outcome

An overview over the most important research programs or research areas in organizational science, their underlying assumptions and empirical research methods. Major developments and contributions are discussed on the basis of classical texts as well as authoritative overviews and reviews. Candidates will get a better understanding of the origin and status of key concepts, models and theories debated in current research. The aim is to strengthen participants' ability to evaluate research and to position their own contributions

### Prerequisites

Admission to a PhD Programme is a general requirement for participation in PhD courses at BI Norwegian Business School.

External candidates are kindly asked to attach confirmation of admission to a PhD programme when signing up for a course with the doctoral administration. Other candidates may be allowed to sit in on courses by approval of the courseleader. Sitting in on courses does not permit registration for courses, handing in exams or gaining credits for the course. Course certificates or conformation letters will not be issued for sitting in on courses

### Compulsory reading

#### Collection of articles:

A collection of scientific articles from journals

### Recommended reading

#### Course outline

##### Course overview

Organisation science is a broad and multidisciplinary field, drawing upon sociology, psychology and economics. This course has three major purposes: 1) to familiarise students with major classical contributions, 2) to follow the development of major modern perspectives, and 3) to identify present challenges and research frontiers. A key concern is how various perspectives and insight may be relevant to management issues.

The course will organised over 5 whole day meetings, in sections of 2 x 3 hours. Each section covers one topic in the area of organisation research. 1) The first day consist of lectures and discussion. The rest of the course 2) participants prepare presentations, and 3) these contributions will be the basis for class discussions.

##### Day 1:

Overview and challenges – classical perspectives and organizations as tools

The first day consists of two lectures and discussion and planning of participants' presentations. The first lecture reflects upon the current status of the discipline, emphasising somewhat different aspects of earlier theory development and research. This provides a set of frames for a more systematic discussion of contributions in set of key areas of organisation theory. The

second lecture covers classical contributions, with an emphasis on the rational perspective on organizations as tools that dominated the first decades of systematic organization theory research. All participants will sign up for class presentations. There is one week for preparations.

The following 4 days, participants present key areas of organisation research as a basis for class discussions. A key issue is how various contributions relate to the present research frontier. While some of these areas can be regarded as comprehensive research programmes, other areas are characterised by a set of issues that may be approached in various ways.

Day 2

Decision-making in organizations  
Contingency and dependency

Day 3

The social construction of organizations  
The individual in the organization

Day 4

Economic organization theory  
New institutional theory

Day 5

New perspectives  
Summary and discussion

Duration: 30 hours

### **Computer-based tools**

### **Learning process and workload**

Workload

Lectures	30 hours
Specified learning activities	140 hours
Total	170 hours

Required readings: ca. 1500 pages available in a compendium.

Day 1

Overview and challenges  
Classical perspectives and organizations as 'tools'

Day 2

Decision-making in organizations  
Contingency and dependency

Day 3

The social construction of organizations  
The individual in the organization

Day 4

Economic organization theory  
New institutional theory

Day 5

New perspectives  
Summary and discussion

New challenges for organisational research  
Format evaluation paper

### **Examination**

Evaluation: Paper (15 pages) The paper should be original work, and be written specifically for this course.  
Graded pass/fail

### **Examination code(s)**

DRE 60041 accounts for 100% of the grade in DRE 6004

### **Examination support materials**

Not applicable

**Re-sit examination**

Next time the course is offered.

**Additional information****Honour Code**

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

Any violation of the honour 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 honour code, please ask.