

Advanced Organisation Theory

About the course

subject	Virksomhedsstudier / Virksomhedsledelse
activitytype	master course
Teaching language	English
Registration	<p>Tilmelding sker via stads selvbetjening indenfor annonceret tilmeldingsperiode, som du kan se på Studieadministrationens hjemmeside</p> <p>Når du tilmelder dig kurset, skal du være opmærksom på, om der er sammenfald i tidspunktet for kursusafholdelse og eksamen med andre kurser, du har valgt. Uddannelsesplanlægningen tager udgangspunkt i, at det er muligt at gennemføre et anbefalet studieforløb uden overlap. Men omkring valgfrie elementer og studieplaner som går ud over de anbefalede studieforløb, kan der forekomme overlap, alt efter hvilke kurser du vælger.</p> <p>Registration is happening through stads selvbetjening within the announced registration period, as you can see on the Studyadministration homepage.</p> <p>When registering for courses, please be aware of the potential conflicts between courses or exam dates on courses. The planning of course activities at Roskilde University is based on the recommended study programs which do not overlap. However, if you choose optional courses and/or study plans that goes beyond the recommended study programs, an overlap of lectures or exam dates may occur depending on which courses you choose.</p>
Learning outcomes/ Assessment criteria	<p>Knowledge</p> <ul style="list-style-type: none">• Knowledge of advanced theories of organisation and organisations.• Knowledge of recent contributions to organisation theory and organisational sociology.• Knowledge of the contributions of organisation theory to problem-oriented analysis of complex issues in companies and organisations. <p>Skills</p> <ul style="list-style-type: none">• Skills in analysing complex issues in organisations in relation to recent relevant theories.• Skills in conducting discussions on the basis of insight in the form of both concrete descriptions of the organisation and a scientific perspective, with accompanying analytical strategies.• Skills in relating meaningfully to chaotic situations by identifying their action-relevant aspects. <p>Competencies</p> <ul style="list-style-type: none">• Competency to discuss and develop analytical designs, with contributions from organisational theory.• Competency to reflect on a company's organisational situation with the help of theoretical concepts.• Competency to formulate well-founded, problem-oriented considerations relating to the field of organisational theory.
Overall content	The course deals with recent theories of organisations and organising, and demonstrates the utility of applying the relevant perspectives in connection with definition of the topic and the field of inquiry. Advanced organisational theory provides an understanding of how organisational perspectives also define the choice of analytical strategies.
Detailed description of content	The course in advanced organization theory builds on the insights that was achieved in the basic course in organization theory. The course is however different from and more advanced because it focuses upon classical themes in organization theory seen in the light of newer theories and discussions within the area of organizational studies (the relationship between the organization and the environment, structure, culture etc.). It is also different from the basic course because it trains the students in reading original texts – including articles – within the organizational studies area. The aim being to prepare students for analyzing, identifying problems and designing suggestions for interventions in organizations when writing projects and in their future practice as employees in an organization. To illustrate the possibilities of practical application of organization theory in problem situations in companies the different theoretical themes treated in the course will be related to selected types of change situations where the different theories are relevant for solving problems for employees and leaders in organizations.
Teaching and working methods	<p>A number of lectures of 2-4 hours' duration are held, and a number of exercises are carried out by the students. The lectures include theories and discussions in the subject of organisation studies in relation to the following topics:</p> <ol style="list-style-type: none">1. Introduction2. Organisation-environment3. Power, authority, legitimacy and decision-making4. Structure

5. Process
6. Culture and learning
7. Technology
8. New organisational forms - and the travel of ideas
9. Organisational change 1
10. Organisational change 2

Cases and excersises are drawn upon in class. When these are presented before class/a lecture they will have to be prepared by the students in advance.

Expected work effort (ECTS-declaration)

The course is equivalent to 5 ECTS – that is 135 student working hours covering the following activities:

Lectures in class: 20 hours

Other activities (exercises etc.): 5 hours

Preparation: 62 hours

Exam: 48 hours

Hours in total 135 hours

Course material and Reading list

The course literature consists of classical and newer original texts including research articles from the RUC library's external databases and selected book chapters related to the themes of each of the ten lectures of the course. Each semester the curriculum of the course is adjusted by the lecturer responsible for the course taking classical themes as well as ongoing scientific discussions and developments in organization studies into account. The detailed description and curriculum of the course may be found on the course home page on Moodle.

Form of examination

Written examination in the form of a home assignment.

Individual written examination in the form of a home assignment, with a duration of 48 hours.

The maximum length of the assignment paper is 14,400 characters, including spaces. The size specifications include the cover, table of contents, bibliography, figures and other illustrations, but exclude any appendices. Papers that fail to meet the size specifications will be refused assessment, and one examination attempt will be deemed to have been used up.

The assignment is set by the course teacher immediately after the final course session.

Form of re-examination

Re-examination follows the same rules as the ordinary examination.

Examination type

Individual examination

Exam aids

All.

Assessment

7-point grading scale

Moderation

External (i.e. course lecturer and an external examiner assess)

Evaluation- and feedback forms

Through discussions and explanations of exercises as well as dialogue about and explanations of questions related to the curriculum and content of lectures. After exam, the students who want a more elaborate explanation of the background for the grading of their exam essay may visit the lecturer responsible for the course in his office hours. In order to assure a sufficient learning outcome of such a meeting it is a precondition for the meeting to be held that the student send his/her own short written evaluation of the students own exam essay/answer compared to the exam question and the goals/aims and evaluation criteria of the course to the lecturer before the meeting. The goals and evaluation criteria of the course may be found in the description of the course on kursus.ruc.dk and in the detailed description of the course on Moodle.

Responsible for the activity

John Damm Scheuer (jods@ruc.dk)

teacher

John Damm Scheuer (jods@ruc.dk)

Administration of exams

ISE Studyadministration (ise-studyadministration@ruc.dk)

STADS stamdata

master course

workload : 5 ECTS

exam form : Skrifflig (ut)

activitycode : U40150

grading : 7-point grading scale

censorship : external censorship

Course days:

Hold: 1

EBA, BS: Advanced Organisation Theory - Lecture 1

time	14-02-2019 08:15 til 14-02-2019 10:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	25.1-035 - teori 25.1 (98)
Content	1.Introduction In the first lecture the course is introduced and the different themes and lessons are described. Different perspectives on organizations are presented and discussed.
Reading list	The literature for this lesson is described on the course site for this course on moodle.

EBA, BS: Advanced Organisation Theory - Lecture 2

time	21-02-2019 08:15 til 21-02-2019 10:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	25.1-035 - teori 25.1 (98)
Content	2.Organization-environment This time different perspectives on the organization-environment relationship are presented and it is discussed whether organizations that survives are selected by or adapt to their environments. Single-lens perspectives are contrasted with a co-evolutionary perspective.
Reading list	The literature for this lesson is described on the course site for this course on moodle.

EBA, BS: Advanced Organisation Theory - Lecture 3

time	28-02-2019 08:15 til 28-02-2019 10:00
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	25.1-035 - teori 25.1 (98)
Content	3.Power, authority, legitimacy and decision-making The relationship between power, authority, legitimacy and decision-making is explored. Classic as well as more recent theories about decision-making processes in organizations are discussed.
Reading list	The literature for this lesson is described on the course site for this course on moodle.

EBA, BS: Advanced Organisation Theory - Lecture 4

time 07-03-2019 08:15 til
07-03-2019 10:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt

location 25.1-035 - teori 25.1 (98)

Content

4.Structure

This lecture focuses upon organizations social structure. The contingency perspective on structure is compared with a symbolic-interpretative perspective.

Reading list

The literature for this lesson is described on the course site for this course on moodle.

EBA, BS: Advanced Organisation Theory - Lecture 5

time 14-03-2019 08:15 til
14-03-2019 10:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt

location 25.1-035 - teori 25.1 (98)

Content

5.Process

The process perspective on organizations is introduced.

Reading list

The literature for this lesson is described on the course site for this course on moodle.

EBA, BS: Advanced Organisation Theory - Lecture 6

time 21-03-2019 08:15 til
21-03-2019 10:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt

location 25.1-035 - teori 25.1 (98)

Content

6.Culture and learning

Theory of organizational culture is presented and discussed in relation to identity, change, leadership and organizational learning.

Reading list

The literature for this lesson is described on the course site for this course on moodle.

EBA, BS: Advanced Organisation Theory - Lecture 7

time 28-03-2019 08:15 til
28-03-2019 10:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt

location	25.1-035 - teori 25.1 (98)
Content	<p>7.Technology</p> <p>The relationship between technology and organizations is discussed with a special focus upon the consequences and possibilities of information technology.</p>
Reading list	The literature for this lesson is described on the course site for this course on moodle.

EBA, BS: Advanced Organisation Theory - Lecture 8

time	<p>04-04-2019 08:15 til</p> <p>04-04-2019 10:00</p>
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	25.1-035 - teori 25.1 (98)
Content	<p>8.New organizational forms and the travelling of ideas</p> <p>This time new organizational forms are looked into and studied as ideas that travels.</p>
Reading list	The literature for this lesson is described on the course site for this course on moodle.

EBA, BS: Advanced Organisation Theory - Lecture 9

time	<p>11-04-2019 08:15 til</p> <p>11-04-2019 10:00</p>
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	25.1-035 - teori 25.1 (98)
Content	<p>9.Organizational change part 1</p> <p>The lecture introduce to general theories about organizational change.</p>
Reading list	The literature for this lesson is described on the course site for this course on moodle.

EBA, BS: Advanced Organisation Theory - Lecture 10

time	<p>25-04-2019 08:15 til</p> <p>25-04-2019 10:00</p>
forberedelsesnorm	ikke valgt
forberedelsesnorm D-VIP	ikke valgt
location	25.1-035 - teori 25.1 (98)
Content	<p>10.Organizational change part two</p> <p>Organizational change is discussed in relation to implementation of strategy. The implementation perspective is compared to the translation perspective.</p>
Reading list	The literature for this lesson is described on the course site for this course on moodle.

EBA, BS: Advanced Organisation Theory - Exam

time 29-04-2019 10:00 til
01-05-2019 10:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt

EBA, BS: Advanced Organisation Theory - Reexam

time 12-08-2019 10:00 til
14-08-2019 10:00

forberedelsesnorm ikke valgt

forberedelsesnorm D-VIP ikke valgt

STADS master course

stamdata workload : 5 ECTS

exam form : Skriftlig (ut)

activitycode : U40150

grading : 7-point grading scale

censorship : external censorship