

Advanced organisation and change

Title	Advanced organisation and change
Semester	F2025
Master programme in	Business Administration and Leadership
Type of activity	Course
Teaching language	English
Study regulation	Read about the Master Programme and find the Study Regulations at ruc.dk

REGISTRATION AND STUDY ADMINISTRATIVE

Registration	<p>You register for activities through stads selvbetjening during the announced registration period, which you can see on the Study administration homepage.</p> <p>When registering for courses, please be aware of the potential conflicts and overlaps between course and exam time and dates. The planning of course activities at Roskilde University is based on the recommended study programmes, which should not overlap. However, if you choose optional courses and/or study plans that goes beyond the recommended study programmes, an overlap of lectures or exam dates may occur depending on which courses you choose.</p>
Number of participants	
ECTS	10
Responsible for the activity	John Damm Scheuer (jods@ruc.dk) Jette Ernst (jeternst@ruc.dk)
Head of study	Pia Nielsen (pianie@ruc.dk)
Teachers	
Study administration	ISE Registration & Exams (ise-exams@ruc.dk)
Exam code(s)	U60027GB

ACADEMIC CONTENT

Overall objective	The objective of the course is to equip students with advanced, research-based knowledge about organisation in companies and organisations. The course introduces and discusses theories relevant to the ways that managers and employees organise their business or organisation. The
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	<p>course also provides students with research-based knowledge about intra- and inter-organisational change, change management and the external factors that influence organisational change, such as sustainable restructuring and technological restructuring.</p>
Detailed description of content	<p>The course is structured around study modules of 10 x 3 hours each, which will typically consist of 2 lecture hours and 1 exercise hour. The first course session provides a general introduction to how organisational change can be conceived of and understood and an introduction to different themes of the course. The following nine study modules are divided into two themes which relate in various ways to aspects and forms of organisational change. The study modules consist of lectures and exercises. The purpose of the lectures is to introduce students to relevant theories and various aspects of organisational change. These might for example include sustainable change or technology-driven change. The exercise modules aim to train students' understanding of how theories can be translated into practical analysis, and to prepare students for the examination.</p> <p>Through this course, students gain insight and skills to analyse and implement change in an organisation. Upon completion of the course, it is expected that the student:</p> <ul style="list-style-type: none"> • Has acquired knowledge of and can demonstrate understanding of the theories and methods of organisation and organisational change covered by the course • Can apply the theoretical knowledge acquired and the methods introduced in the course to answer the questions asked in the examination • Is able to relate independently, critically and reflectively to the theories and methods presented in the course • Can choose theories and methods in the examination answer that appear to be well justified in relation to the examination question • Can make use of academic writing style – i.e. write an answer that is well structured and referenced according to the applicable standards for academic texts.
Course material and Reading list	<p>Information about the syllabus will be posted on Moodle prior to the start of the course.</p>
Overall plan and expected work effort	<p>The 10 ECTS points of the course represent a 270-hour workload, divided up as follows: - 150 hours: reading preparation - 42 hours: preparation for exercises - 30 hours: participation in lectures and exercises - 48 hours: examination preparation and examination</p>
Format	
Evaluation and feedback	<p>If the course is a part of the study board's evaluation rotation (not all courses offered are evaluated - only the ones chosen by the study board), the students will be asked to evaluate mid-term and by the end of the course according to the evaluation practice of the study board.</p>
Programme	<p>Program: - First lecture: Introduction to organisational change, the themes of the course and panel discussion by the two teachers. Moreover we will give an introduction to the exam form of the course.</p>
ASSESSMENT	
Overall learning outcomes	<ul style="list-style-type: none"> • Students gain advanced research-based knowledge about the organisation of work in companies and organisations, as well

	<p>as intra- and inter-organisational change, various theoretical perspectives on implementation and change, and change management. Students also learn about the academic and methodological debates associated with the above areas. The students develop their ability to select, reflect on and critically apply theories and methods in the organisational fields covered by the course. They also develop their ability to select relevant theories in order to investigate a problem area relating to organisation and organisational change (such as the sustainable restructuring of companies), and to communicate and discuss organisation and organisational change, and the theories and empirical evidence of the field. Finally, students develop competence in taking responsibility for and reflecting on their own learning in relation to the organisational research area.</p>
Form of examination	<p>Individual written take-home assignment.</p> <p>The character limit of the assignment is: maximum 14,400 characters, including spaces. The character limit includes the cover, table of contents, bibliography, figures and other illustrations, but exclude any appendices.</p> <p>The duration of the take-home assignment is 48 hours and may include weekends and public holidays.</p> <p>Assessment: 7-point grading scale.</p>
Form of Re-examination	<p>Samme som ordinær eksamen / same form as ordinary exam</p>
Type of examination in special cases	
Examination and assessment criteria	<p>The grade expresses an assessment of the degree to which the student has achieved the learning outcomes above, i.e. to what extent the student:</p> <ul style="list-style-type: none"> • Demonstrates knowledge and understanding of the theories and methods of analysis of organization and organizational change covered in the course. • Is able to apply the theories and methods introduced in the course to answer the examination question • Relate independently, critically and reflectively to the choice of theories and methods in answering the exam question. • Justify the choice of theories and methods in this context and • Demonstrate academic writing - i.e. produce a response that is well structured and referenced according to current standards of academic texts.
Exam code(s)	<p>Exam code(s) : U60027GB</p>