

## Syllabus

### Course description

<b>Course title</b>	Management and Organization Theories
<b>Course code</b>	29024
<b>Scientific sector</b>	SECS-P/08 –P/10
<b>Degree</b>	PhD in Economics and Management
<b>Semester and academic year</b>	a.y. 2017-18
<b>Year</b>	1
<b>Credits</b>	5
<b>Modular</b>	no

<b>Total lecture hours</b>	30
<b>Total lab hours</b>	-
<b>Total exercise hours</b>	-
<b>Attendance</b>	required
<b>Prerequisites</b>	none

<b>Specific educational objectives</b>	<p>The course is designed as a primer and aims at providing PhD students with a robust theoretical understanding of organizations, organizing, management, and the fundamentals of organizational behavior. It will offer an overview of contemporary theories about organizations, their management and organizing processes, intraorganizational relations, organization-environment relations, and the role of organizations in society. PhD students will acquire knowledge about organization and management theories they will have to apply in their future research.</p> <p>After a successful completion of the course, the PhD students are enabled to select theories relevant for their specific research focus. Furthermore, they are enabled to decide which theories they may elaborate in more in-depth through specialized textbooks, readings, or courses.</p>
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<b>Lecturers</b>	<p><i>Marjaana Gunkel</i>, office E5.12C, marjaana.gunkel@unibz.it, +39 0471 013221 <a href="https://www.unibz.it/de/faculties/economics-management/academic-staff/person/35342-marjaana-gunkel">https://www.unibz.it/de/faculties/economics-management/academic-staff/person/35342-marjaana-gunkel</a></p> <p><i>Christian Lechner</i>, E3.01; christian.lechner@unibz.it, ...013200; .../person/738-christian-manfred-lechner</p> <p><i>Alessandro Narduzzo</i>, E5.08; alessandro.narduzzo@unibz.it, ...013210; ...person/5125-alessandro-narduzzo</p> <p><i>Michael Nippa</i>, E3.05, michael.nippa@unibz.it, ...013181, ...person/35249-michael-nippa</p>
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<b>Scientific sector of the lecturers</b>	SECS-P/08 and SECS-P/10
<b>Teaching language</b>	English
<b>Office hours</b>	n/a
<b>List of topics covered</b>	<p><i>Part 1: OM Theories at the Macro Level</i></p> <p>Rational Systems  Natural Systems  Open Systems and “Old” Institutionalism  Contingency Theory  Behavioral Theory of the Firm  Organizational Economics and New Institutional Economics  Organizational Ecology  Resource Dependence Theory and Resource Based View  Sensemaking</p> <p><i>Part 2: OM Theories at the Meso and Micro Levels</i></p> <p>Decision Making  Motivation  Values, Attitudes and Emotions  Personality  Groups  Leadership  Change</p> <p><i>Part 3: OM Theories in International Management</i></p> <p>Internationalization and Market Entry/Development  (e.g., OLI, Transaction Cost Theory, rbv, Institutionalism)  International Governance, Coordination, and Culture  (e.g., Agency Theory, Information Processing Theory, ...)</p> <p><i>Part 4: OM Theories in Entrepreneurship and Innovation</i></p> <p>Entrepreneurial pardigms  Entrepreneurial opportunities  Entrepreneurial teams  The network perspective  Distinct entrepreneurship theories</p> <p><i>Part 5: OM Theories in Managerial Cognition and Processes – Neo Carnegie and beyond</i></p> <p>Cognition in organizations  (e.g. Models of bounded rationality, Fast and Frugal  Heuristics, Attention-based view of the firm,  Management of complexity)</p> <p>Learning and adaptation  (e.g. Understanding Dynamic Capabilities, Adaptation in  rugged landscapes, Recombinant uncertainty in  technological search)</p>
<b>Teaching format</b>	Seminar, lectures, readings, in-class discussions.

<b>Assessment</b>	<p>The assessment for this course has two components.</p> <ol style="list-style-type: none"> <li>1. Active participation (50%). PhD students have to attend all lectures of the course if absence is not approved by the lecturer. They will prepare summaries of mandatory reading assignments, present their findings in class and contribute to an active discussion of theories and their applicability.</li> <li>2. Final exam (50%) The essence of gained knowledge will be tested in a brief (60 mins.) exam that focuses on application of theories and their assumptions, limitations and generalizability.</li> </ol>
<b>Assessment language</b>	<p>English</p>
<b>Evaluation criteria and criteria for awarding marks</b>	<p>To pass the exam students must obtain a positive overall evaluation that consists of the assessment of active participation by all lecturers and the assessment of the final exam.</p>
<b>Required readings</b>	<ul style="list-style-type: none"> <li>▪ Buelens, M. et al. (2011). <i>Organisational Behaviour</i>, 4th edition, McGraw-Hill.</li> <li>▪ Scott, W. Richard, and Gerald F. Davis. <i>Organizations and organizing: Rational, natural and open systems perspectives</i>. Routledge, 2015.</li> <li>▪ Shafritz, J. M., Ott, J. S., &amp; Jang, Y. S. (2015). <i>Classics of organization theory</i>. Cengage Learning.</li> </ul> <p>Subject to changes and supplements</p>
<b>Supplementary readings</b>	<p>Will be provided on Resource Collection Management and/or in class</p>