

Syllabus

Course description

Course title	Management and Organization Theories
Course code	29024
Scientific sector	SECS-P/08 –P/10
Degree	PhD in Economics and Management
Semester and academic year	a.y. 2020-21
Year	1
Credits	5
Modular	no

Total lecture hours	30
Total lab hours	-
Total exercise hours	-
Attendance	required
Prerequisites	none

Specific educational objectives	<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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Lecturers	<p><i>Marjaana Gunkel</i>, office E5.12C, marjaana.gunkel@unibz.it, +39 0471 013221 https://www.unibz.it/de/faculties/economics-management/academic-staff/person/35342-marjaana-gunkel</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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Scientific sector of the lecturers	SECS-P/08 and SECS-P/10
Teaching language	English
Office hours	n/a
List of topics covered	<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 paradigms 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) Learning and adaptation (e.g. Understanding Dynamic Capabilities, Adaptation in rugged landscapes, Recombinant uncertainty in technological search)</p>
Teaching format	Seminar, lectures, readings, in-class discussions.

Assessment	<p>The assessment for this course has two components.</p> <ol style="list-style-type: none"> 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. 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.
Assessment language	English
Evaluation criteria and criteria for awarding marks	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.
Required readings	<ul style="list-style-type: none"> ▪ Buelens, M. et al. (2011). <i>Organisational Behaviour</i>, 4th edition, McGraw-Hill. ▪ Scott, W. Richard, and Gerald F. Davis. <i>Organizations and organizing: Rational, natural and open systems perspectives</i>. Routledge, 2015. ▪ Shafritz, J. M., Ott, J. S., & Jang, Y. S. (2015). <i>Classics of organization theory</i>. Cengage Learning. Subject to changes and supplements
Supplementary readings	Will be provided on Resource Collection Management and/or in class