

MW99: Organizational Theory				Study Programme:	M
Module Type:	ECTS Credits:	Workload:	Study Semester:	Module Duration:	
Optional Compulsory	8	240	2./3.	Two Semesters	
Courses (HPW=hours per week):			Contact Hours:	Independent Study:	Planned Group Size:
Course 1: Basics of Organizational Theories (2 HPW)			30h	90h	30
Course 2: Research on Organizational Theories (2 HPW)			30h	90h	30
Intended Learning Outcomes (ILOs):					
<p>By the end of the module, students will be able to</p> <ul style="list-style-type: none"> - present, assess, and apply essential aspects of working with (organizational) theories, in particular: <ul style="list-style-type: none"> ○ understand the usefulness of theories in general ○ apply different Organizational Theories ○ assess the possibilities and limitations of different Organizational Theories ○ comprehend and assess the structure, organization, and content of scientific articles ○ critically discuss the use of different Organizational Theories - based on scientific literature, justify and discuss the use of a specific Organizational Theory in the context of a study <p>In addition, the courses include working on scientific publications in groups, which contributes to the acquisition or development of analytical skills and promotes social skills (conflict resolution skills, acceptance of responsibility, decisiveness). Through detailed analysis of current research in Course 2, students gain insight into current research on Organizational Theories, including the structure of and processes in organizations. They learn the transferability of the theories to other sub-disciplines of business administration, such as sustainability management, human resource management, or management/corporate governance.</p>					
Key Competencies:					
<ul style="list-style-type: none"> - Independent scientific work - Ability to transfer knowledge and fill knowledge gaps - Willingness to learn and perform - Critical thinking - Analytical skills - Problem-solving - Reflection skills 					

- Oral and written communications skills
Description/Contents:
Students will be enabled to better understand Organizational Theories and on this basis will be able to explain structures and processes in organizations. In addition, they will know the current state of research on Organizational Theories as well as the most important methods of organizational research.
Course 1: Basics of Organizational Theories
<ol style="list-style-type: none"> 1. Basics of theories 2. (Neo-)Classical theories of organizations 3. Behavioral science approaches 4. The situational approach 5. Institutional economic theories 6. Sociological neoinstitutionalism 7. The institutional logic approach 8. Evolutionary approaches 9. Network theory 10. Path dependence
Course 2: Research on Organizational Theories
<ol style="list-style-type: none"> 1. Basics of empirical research on Organizational Theories 2. Analysis of current empirical research in the field of Organizational Theory
Language:
The language of the module is German/English.
Teaching Methods:
Lectures, guest lectures, group work, case studies, ePortfolio, self-study.
Module Applicability:
M.Sc. Business Administration; M.Sc. Volkswirtschaftslehre; M.Sc. Business Chemistry.
Pre-requisites/Requirements:
Admission to study "Betriebswirtschaftslehre", "Volkswirtschaftslehre" or "Wirtschaftschemie" for a Master's degree. Economic expertise is required. Part of the course content is taught in English, so a good to very good knowledge of English is recommended. The module is limited to 25 participants, in order to achieve the intended learning outcomes set.
Examination Types:
Until further notice, the module examination takes place every winter semester in the form of "another examination" (oral participation and presentation or written exam (60 minutes)). The type of examination will be announced at the beginning of the semester.
Requirements for Award of Credit Points:
Successful passing of the miscellaneous exam. The exam will be passed if the grade is at least "sufficient" (4,0).

Availability:

This course will be offered every term as two semester rhythm. Course 1 starts every summer semester and course 2 every winter semester.

Assessment:

This course will be graded and is part of the calculation of the overall grade of your master degree. Particular information concerning the calculation of the overall grade can be found in the respective examination regulations.

Person Responsible and Main Lecturer:

Privatdozent Dr. Sascha Ruhle, Prof. Dr. Süß, and the scientific staff of the Chair of Business Administration, in particular Work, Human Resource Management and Organization Studies.

Further Information:

Current information can be found on the websites of the person responsible.

Stand: 28.03.2023