School of Economics and Management

MGTO52, Management: Managing Innovation and Change Processes, 5 credits

Management: Managing Innovation and Change Processes, 5 högskolepoäng

Second Cycle / Avancerad nivå

Details of approval

The syllabus was approved by Academic Director of Studies at Department of Business Administration on 2020-05-11 and was last revised on 2023-02-15. The revised syllabus applies from 2023-02-15, spring semester 2023.

General Information

MGTO52 is a course in Business Administration at the advanced level. This course is the second of two courses given in combination. The first course is MGTO51.

Language of instruction: English

Main field of studies	Depth of study relative to the degree requirements
Business Administration	A1N, Second cycle, has only first-cycle course/s as entry requirements

Learning outcomes

The course goals are to develop the students' theoretical knowledge of theories, models and concepts as well as skills and abilities related to:

- The theories and praxis of managing, learning, innovation and change in organizations and society
- The theories and praxis of managing, learning, development and change in individuals
- The theories and praxis of managing one's own, learning development and change as a manager

A passing grade on the course will be awarded to students who show:

Knowledge and understanding

- Demonstrate knowledge and understanding of fundamental theories and models in the above knowledge areas
- Demonstrate knowledge and understanding of research behind the above knowledge areas
- Demonstrate knowledge and understanding of how the above theories and models are applied in organizations

Competence and skills
- Are able to identify and analyze the strength and weakness in the discussed theories and models including their applicability in a management context
- Can use the discussed theories and models in analyzing relevant issues in various managerial situations
- Can use the discussed theories and models in the various managerial situations provided in the course
- Can reflect on their own competence and skill in applying the discussed theories and models

Judgement and approach
- Demonstrate an ability to reflect on and critically discuss the discussed theories and their application
- Demonstrate the ability to reflect on ethical aspects of applying the discussed theories and models
- Demonstrate the ability to assess their own understanding of and application of the theories and models discussed

Course content

Learning, development and change are important aspects of managerial practice. This is particularly apparent in a dynamic environment. This course provides a broad overview of some key aspects of management both on an academic and on a pragmatic and tacit level. The content of the course is divided into the following parts:

- Theories and praxis of learning, innovation and change in organizations. As organizations, as well as society in general, operates under changing conditions the ability to innovate is essential. A system's ability for learning and change is a key success factor. Hence change management is an important part of managing. The course will give an overview of theories and models on organizational change and change management.
- The theories and praxis of managing, learning, development and change in individuals. An important part of Management is to develop individuals in line with organizational needs. The course will give an overview of theories and models regarding how adults learn and develop.
- The theories and praxis of managing ones on development, learning and change as a manager. Successful management is based both on tacit and explicit competence. It is also personal and situational. The course will provide tools for continues personal learning and development as a Manager.
- The theories and praxis of running project and organizations in a dynamic environment with an emphasis on critical application of managerial tools and the need for continuous organizational and individual learning and development.

Course design

The course consists partly of lectures, discussions and student presentations and partly of various workshops and student projects. The structure of the course is further communicated in Course Instructions (distributed separately). The course consists of two parts (MGTNO51 and MGTNO52) and runs over two semesters and parallel with other courses in the program.

Assessment

Assessment and grading are based on four parts:

1. One or more group assignment(s) presented and discussed in class focusing on the ability to apply, present and discuss the content of the course.
2. A continuous, individual written learning journal where students document, analyze and reflect on their individual learning and development in the program.
3. Participation in tutorials focusing on student's learning and development in the program.
4. One individual assignment presented in text and discussed in class focusing on the ability to apply, present and discuss the content of the course.

A student who does not pass the assignment(s) (1) will be given an extra assignment. A student who does not pass all the individual assignments (2-4) will be given an extra assignment for every single assignment not passed.

The examiner, in consultation with Disability Support Services, may deviate from the regular form of examination in order to provide a permanently disabled student with a form of examination equivalent to that of a student without a disability.

Subcourses that are part of this course can be found in an appendix at the end of this document.

Grades

Marking scale: Fail, E, D, C, B, A.
Grade (Definition) Points or % out of maximum points. Characteristic.

A (Excellent) 85-100. A distinguished result that is excellent with regard to theoretical depth, practical relevance, analytical ability and independent thought.

B (Very good) 75-84. A very good result with regard to theoretical depth, practical relevance, analytical ability and independent thought.

C (Good) 65-74. The result is of a good standard with regard to theoretical depth, practical relevance, analytical ability and independent thought and lives up to expectations.

D (Satisfactory) 55-64. The result is of a satisfactory standard with regard to theoretical depth, practical relevance, analytical ability and independent thought.

E (Sufficient) 50-54. The result satisfies the minimum requirements with regard to theoretical depth, practical relevance, analytical ability and independent thought, but not more.

F (U) (Fail) 0-49. The result does not meet the minimum requirements with regard to theoretical depth, practical relevance, analytical ability and independent thought.

Some occasional examination elements of the course may have the grading scale: Pass(D)/Fail U(F).

Plagiarism is considered to be a very serious academic offence. The University will take disciplinary actions against any kind of attempted malpractice in examinations and assessments. The penalty that may be imposed for this, and other improper practices in examinations or assessments, includes suspension from the University for a specific period of time.

Entry requirements

Students admitted to the programme Master of Science in Management, where this course is a compulsory part, are qualified for the course.

An undergraduate degree (BA/BSc) equivalent to 180 credits

English 6/English course B.

Further information

The course MGTO52 cannot be combined with MGTN42, MGTN44, MGTN46 or MGTN52 in a degree.

In case of closure of the course: Within three semesters after the course closure there will be offered three additional occasions for examination of respective examination part of the course, for students with no successful result. Note that after this you can get a certificate only regarding completed examination parts.

Subcourses in MGTO52, Management: Managing Innovation and Change Processes

Applies from H20

2001   Written team assignment/participation – simulation, 1,0 hp
         Grading scale: Fail, Pass
2002   Written team assignment – Innovation project, 1,0 hp
         Grading scale: Fail, Pass
2003   Individual assignment – learning journal, 1,0 hp
         Grading scale: Fail, Pass
2004   Individual assignment – tutorials, 0,5 hp
         Grading scale: Fail, Pass
2005   Individual assignment – shadow report, 1,5 hp
         Grading scale: Fail, E, D, C, B, A