



**LUND**  
UNIVERSITY

School of Economics and Management

## **FEKH45, Business Administration: Managing and Developing Organizations, 7.5 credits**

*Företagsekonomi: Management och organisationsutveckling, 7,5 högskolepoäng*  
First Cycle / Grundnivå

---

### **Details of approval**

The syllabus was approved by The Board of the Department of Business Administration on 2014-05-20 and was last revised on 2023-09-15 by Academic Director of Studies at Department of Business Administration. The revised syllabus applies from 2023-09-15, spring semester 2024.

### **General Information**

This course is an elective course in Business Administration at the advanced undergraduate level. The course can be studied within the Bachelor Programme in Business Administration and Economics as well as an independent-subject course.

*Language of instruction:* English

*Main field of studies*

Business Administration

*Depth of study relative to the degree requirements*

G2F, First cycle, has at least 60 credits in first-cycle course/s as entry requirements

### **Learning outcomes**

The course emphasizes the central concepts and traditions in organization studies and aims to equip students with skills for applying organizational research to practice. Above all, the course seeks to develop analytical (problem-identifying) and decision making (problem-solving) skills required to manage complex situations. The course emphasizes the importance of understanding organizations from different theoretical perspectives and the implications of these for managing organizations.

### **Knowledge and understanding**

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

This is a translation of the course syllabus approved in Swedish

- Have a thorough knowledge and understanding of the perspectives, theories and concepts that are presented throughout the course.
- Understand relations between various organizational dimensions, i.e. the strategic dimension related to structure, culture and control.
- Can analyze the interplay between various organizational dimensions and see organizations as integrated wholes.
- Show basic practical knowledge in the areas of organization and leadership.

### **Competence and skills**

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

- Show ability to communicate on issues, debates and problems in the field both orally and in writing.
- Show ability in problem identification and problem solving, both in groups and individually.
- Can argument and discuss how to handle complex case studies based on theoretical and empirical material, in writing.
- Show ability to obtain, value and interpret relevant information.
- Show ability to use basic models and tools within organization theory.
- Show ability to analyze organizations from different perspectives.
- Show ability to integrate and describe the interactions between different organizational dimensions.
- Show ability to acquire a contextual overview of complex problem situations.

### **Judgement and approach**

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

- Show insight in the meaning of a reflexive and nuanced analysis.
- Can choose relevant empirical material.
- Can choose a relevant perspective for further decision-making.

### **Course content**

The main objectives of the course are to train, develop and mentally prepare the students to take active participation as managers as well as co-workers in various organizations. Developing practical skills as a manager is essential whether one works in a specialist role or in a formal leadership position. In addition to investigating various aspects of management, the course also underlines the importance of analyzing and understanding organizations as multiple perspective phenomena. The course is built around two main components; the first of these is theoretical, where students gain knowledge on different theoretical perspectives on managing organizations. The second component is of a more practical character whereby the students apply models and tools.

A number of theoretical themes will be discussed during the course including: + organizational culture

- organizational culture
- control in organizations
- managing people

## Course design

The goal of developing an advanced understanding of organisations in practice is furthered throughout the course by lectures and seminars. The teaching is based consistently on active student participation and presentation at theory and case seminars.

## Assessment

The course will be examined by means of individual and group assignments.

Attendance at the seminars will be compulsory.

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**

Admission to the course requires a successfully completed course in Business administration of 1-30 ECTS credits and that the student has been registered and followed courses of Business administration at the 31-60 credits level.

## **Further information**

The course FEKH45 cannot be combined with FEKH40, FEKA23 or FEK544 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 FEKH45, Business Administration: Managing and Developing Organizations

Applies from V24

- 2401 Group assignment, 2,0 hp  
Grading scale: Fail, E, D, C, B, A
- 2402 Individual exam, 5,0 hp  
Grading scale: Fail, E, D, C, B, A
- 2403 Seminars, 0,5 hp  
Grading scale: Fail, Pass

Applies from H15

- 1501 Group assignment, 2,5 hp  
Grading scale: Fail, E, D, C, B, A
- 1502 Written exam, 5,0 hp  
Grading scale: Fail, E, D, C, B, A