



School of Economics and Management

ENTN33, Organizing for Innovation and Entrepreneurship, 7.5 credits

*Organizing for Innovation and Entrepreneurship, 7,5
högskolepoäng*
Second Cycle / Avancerad nivå

Details of approval

The syllabus was approved by The Board of the Department of Business Administration on 2011-08-15 to be valid from 2011-09-01, autumn semester 2011.

General Information

The course is a master level course and a compulsory part of the master programme in Entrepreneurship and Innovation.

Language of instruction: English

The course is offered in English. Students must therefore be able to communicate in English both orally and in writing.

Main field of studies

Entrepreneurship

Depth of study relative to the degree requirements

A1N, Second cycle, has only first-cycle course/s as entry requirements

Learning outcomes

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

Knowledge and understanding

Adequately describe and demonstrate an understanding of the meaning of central concepts related to organizational structure, HRM, culture, leadership, and performance measurement, related to innovation and entrepreneurship in a corporate context.

Competence and skills

Effectively apply these concepts, models and tools to hypothetical and practical situations in organizations.

Demonstrate team and communication skills related to innovation and entrepreneurship in a corporate context.

Judgement and approach

Realistically and critically evaluate organizational decisions related to innovation and entrepreneurship in a corporate context and to demonstrate a good judgement and approach to the situation and actions of intrapreneurs.

Course content

This course is focused on understanding how to build, maintain, and develop organizations suitable for innovation and entrepreneurship in a corporate context, i.e., within and alongside established businesses with other logics. Within this context it is also focused on understanding the role and actions of intrapreneurs and on performance measurement in intrapreneurial settings. The course includes the following parts:

- Organizational structure and Human Resources Management supporting innovation and entrepreneurship. The components of structure and the relationship between organizational structure and entrepreneurial strategy; organizational design alternatives and structures which support innovation and entrepreneurship; how HRM can support entrepreneurs and create a work environment beneficial to innovation and entrepreneurship, including issues regarding motivation and rewards; champions program.
- Culture and leadership for innovation and entrepreneurship. Entrepreneurial culture, failure and learning; subcultures; leading both old and new businesses; leading at different levels of the organization; managerial roles and entrepreneurship. Intrapreneurship and the role of the corporate entrepreneur, leadership of oneself and others, driving forces, to understand actions of intrapreneurs.
- Performance measurement and control of innovation and entrepreneurship. Design and use of management accounting and control to discover and exploit innovations; calculation and analysis of profits. Obstacles, ethics and timing; control, entrepreneurship and slack; open books; profit pools.

Course design

The course is designed as a series of lectures, seminar discussions and work with project reports.

Assessment

Grading is based on both individual and group performance, via a written exam, presentations and group reports and other mandatory activities.

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

Bachelors degree (or equivalent) (i.e. 90 UCP or ECTS-cr.). Previous knowledge of Business Administration is not required.

Subcourses in ENTN33, Organizing for Innovation and Entrepreneurship

Applies from H11

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Grading scale: Fail, E, D, C, B, A