



LUNDS
UNIVERSITET

Ekonomihögskolan

BUSN41, Organizational Development, 7,5 högskolepoäng *Organizational Development, 7.5 credits* Avancerad nivå / Second Cycle

Fastställande

Kursplanen är fastställd av Studierektor vid Företagsekonomiska institutionen 2016-03-24 att gälla från och med 2016-03-24, höstterminen 2016.

Allmänna uppgifter

BUSN41 är en kurs i företagsekonomi som ges på avancerad nivå.

Undervisningsspråk: Engelska

Huvudområde

Företagsekonomi

Fördjupning

A1N, Avancerad nivå, har endast kurs/er på grundnivå som förkunskapskrav

Kursens mål

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

Kunskap och förståelse

- Acquire a thorough understanding of a variety of theoretical approaches to change in organisations including knowledge of intervention techniques that facilitate participation and development.

Färdighet och förmåga

- Communicate in English on issues, debates and problems in the field both orally and in writing.

Värderingsförmåga och förhållningssätt

- Develop a thorough grounding in various tools of organisational diagnosis and intervention in order to select and evaluate different theories in relation to specific practical problems.

Kursens innehåll

The course is aimed at providing students with advanced theoretical and practical knowledge on understanding and explaining how and why organisations change. It deals in particular with techniques for intervention in organisations for managers and consultants alike. Practical knowledge is supplemented by reflections on development and change from various research perspectives.

In many ways most if not all contemporary organisations face the challenge of managing change. Yet managers wishing to pursue change strategies have a number of choices. Should change be rapid and transformational or more modest in scope and time-scale? Are change processes best planned from the top or is a more emergent and participative approach to be preferred? How should interventions be made by the change agent in a specific context? What is the role of learning and knowledge in change processes? How do we understand the politics of change in organisations?

The course will emphasise processual theories of organisations that are applicable in a wide variety of empirical settings as well as some of the various research methods that are specifically designed to support and evaluate such theories. Specific themes to be taken up will include theories of change, the role of dialogue in development processes as well as various intervention techniques. .

The course will cover both descriptive approaches to understanding change and development as well as more normative methods for informing the change agent. A wide range of empirical investigations will be undertaken including cases from entrepreneurial firms, global business and public sector organisations such as hospitals.

Kursens genomförande

Instruction takes place primarily through lectures, seminars, workshops and case exercises in working teams

Kursens examination

Grading takes place continually on the basis of case exercises, work assignments and seminar discussions. The literature is partly examined and graded collectively in seminars, where students report on their reading of the literature, and partly in a final test which is graded individually. Obligatory attendance and active participation are required on all parts of the course. After each examination there will be opportunities for students to take subsequent examination resits or undertake supplementary examination tasks as appropriate.

Provlmoment för denna kurs finns i en bilaga i slutet av dokumentet.

Betyg

Betygsskalan omfattar betygsgraderna Underkänt, E, D, C, B, A.

At the School of Economics and Management grades are awarded in accordance with a criterion-based grading scale A-U (A-F). Students have to receive a grade of E or higher in order to pass a course.

Grade (Definition) Points or % out of maximum points. Characteristic

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

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

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

E (Sufficient) 50-54 points. 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 points. 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.

Förkunskapskrav

Students admitted to a Master Programme where this course is either a compulsory or elective part, are qualified for the course. For other students, at least 60 UCP or ECTS-cr in Business Administration is required. These must include a course in basic Business Administration (e.g. FEKA90 Business Administration: Introductory course in Business Administration).

Specific admission requirements: While not mandatory, it is recommended that the students have a bachelor major in Organization or Strategy.

Övrigt

The course BUSN41 Organizational development cannot be combined with BUSM13 or BUS820 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.

Prov/moment för kursen BUSN41, Organizational Development

Gäller från H11

1101 Organizational Development, 7,5 hp
Betygsskala: Underkänt, E, D, C, B, A