



## Lecture and Tutorials “Organization Theory”

(BSc BWL and WiPäd)

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### Course Description

The course aims to offer students insights into the concepts of organization theory. Since organizations are continuously faced with several challenges and an ever-changing and dynamic environment, the lecture and tutorial will impart a broad understanding of the essential parameters and tools for effectively managing organizations in this time of age. Hereby the following questions, among others, will be addressed: How can organizations optimize managing demands of external stakeholders such as competitors, customers, the government, and creditors? What strategic and structural changes are needed to attain a sustainable competitive advantage? How can managers cope with the intra-organizational coordination challenges? What kind of corporate culture is needed to enhance an organization’s capacity for innovation?

In the lecture, key terms and concepts of organization theory are presented. In the tutorials, these aspects will be applied to real-life challenges using case studies and open discussions to generate an in-depth understanding of organization theory.

### Learning

The goal of the course is to impart profound knowledge to the course participants regarding key terms and concepts in organization theory, organizational behavior, and the organization of value chains. The lecture also strengthens the ability to apply theoretical knowledge to concrete challenges in operational practice and to develop scientifically sound solutions to problems. The case study discussions in the tutorials foster the ability to work in groups and exchange information on subject-related topics.

## Grading

Based on the contents of the lecture sessions (including guest speaker talks), tutorials, as well as the book you will write a 1-hour exam at the end of the semester (6 ECTS).

## Course Outline – Lecture Sessions

#	Topic	Book Chapters
1	<b>Introduction to Organizations</b>	Chapter 1 & 2
2	<b>Fundamentals of Organization Structure</b>	Chapter 4
3	<b>Strategy and Effectiveness</b>	Chapter 3
4	<b>The External Environment</b>	Chapter 5
5	<b>Interorganizational Relationships</b>	Chapter 6
7	<b>Manufacturing and Service Technologies</b>	Chapter 8
6	<b>International Organization Design</b>	Chapter 7
8	<b>Organization Size, Life Cycle and Decline</b>	Chapter 10
9	<b>Organizational Culture and Ethical Values</b>	Chapter 11
10	<b>Organizational Innovation and Change</b>	Chapter 12
	<i>Exam</i>	

**Further details** on the course are provided during the first lecture session as well as on Moodle.