

## Theory of the Organization

UGRA\_009644

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Departments	Department of People Management and Organization
Language	English, Spanish
ECTS	6
Lead faculty	Collet, François Herve Rene - francois.collet@esade.edu Peiró Posadas, Manuel - manel.peiro@esade.edu

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### Course objectives

- Understand the relation between organizational theory and business management.
- Link companies' strategic decisions to their organizational structures.
- Identify the key organizational design parameters when designing and creating organizational structures.
- Become familiar with the concepts and models that explain and describe organizational structures and how they function and enable transforming those structures.

### Description

#### Course contribution to the program

The Theory of the Organization course helps students understand how companies work and are managed. The starting point of this course is that organizational design is the result of implementing the business strategy. Consequently, the course's content is essential for future executives and legal professionals who work with senior business executives.

#### Brief description

The Theory of the Organization course focuses on the elements which define the company as a fundamental means to effectively implement the business strategy.

The course is systemic in focus, enabling students to connect and understand how the different factors which impact companies also condition their organizational structures and determine the behavior of people in those organizations.

The course's content analyzes how organizations structure themselves ("organizations" here refers to companies, public institutions, and social organizations) in terms of their designs and the implementation and management of their transformation in order to achieve their business objectives in a general, highly-complex setting.

## Learning outcomes from the program

### BBA20-Bachelor of Business Administration (BBA)

- Teamwork
  - Through their behavior, create a positive dynamic within their teams and achieve the latter's objectives.
- Understand and value diversity
  - Recognize the challenges and opportunities associated to achieving diversity within teams and organizations.
- Ability to connect concepts
  - Identify the impact that different organizational types and business cultures have on companies successfully achieving their objectives.

## Activities

In-class discussions and dialogue

Written and/or oral exams

Tests

Group presentations

Readings

Case study resolution

Presentations

Case study analyses

## Content

#	Module
1	
2	

## Assessment

Tool	Assessment method	Category	%
Teamwork with companies or other organizations	Teamwork – Final project	Both ordinary round and retake	35%
Written and/or oral exams	Exercises, tests, and other deliverable tasks	Both ordinary round and retake	50%
Individual or team exercises	Final exam	Both ordinary round and retake	15%

## PROGRAMS

BBA20-Bachelor of Business Administration (BBA) (Undergraduates: Business)  
BBA20 Year 2 (basic)

BBA23- Bachelor of Business Administration (BBA) (Undergraduates: Business)  
BBA23 Year 2 (basic)

BBE20-Bachelor of Business Administration (BBA) (Undergraduates: Business)  
BBE20 Year 1 (basic)  
BBE20 Year 2 (basic)

DBAI21- Double Degree in Business Administration and Artificial Intelligence for Business (Undergraduates: Business)  
DBAI21 Year 2 (basic)

DBAI23-Double Degree in Business Administration and Artificial Intelligence for Business (Undergraduates: Business)  
DBAI23 Year 2 (basic)

GBD20- Double Degree in Business Administration and Law (Undergraduates: Law)  
GBD20 Year 2 (basic)

GBD23-Double Degree in Business Administration and Law (Undergraduates: Law)  
GBD23 Year 2 (basic)