

IBB 402 Principles of Organisation

Course of studies	International Business (IB)				
Academic degree	B.A. and possibly Bachelor's degree from partner university				
Name of module	Principles of Organisation				
Module no.	IBB 402				
Module group	Principles of Business				
Course language	English				
Module coordinator	Prof. Dr. Burkhard Jaeger				
Lecturer	Prof. Dr. Burkhard Jaeger				
Study phase	2nd year of study				
Semester	4th semester				
Semester offered	Summer semester				
Duration	1 semester				
Module type	Compulsory module				
Module counts towards	B.A. International Business				
Credits ECTS	5 ECTS				
Workload (h)	Total	In class	Independent study	Planned group size	
	150 hours	60 hours	90 hours	1 group of approx. 30 – 40 students	
Type of teaching (semester hours)	Total	Seminar-style class	Seminar	Tutorial	Project work
	4	3,5	-	0,5	-
Conditions of participation	In terms of form: none				
	In terms of content: none				
Examination	written examination, 60 min.				
Pre-examination requirements	none				
Part of final grade	yes				

Learning outcomes / competencies	<p>The module Fundamentals of Organization teaches fundamental basic knowledge with regard to basic models of organization as well as process management. Students can classify organizational structures and classify them for economic purpose.</p> <p><u>Knowledge and understanding:</u></p> <p>The students can explain relevant organizational structures and abstract in the context of market requirements. They understand the principal-agent theory and can present their respective implications for conflicts in organizations.</p> <p><u>Skills and Transfer:</u></p> <p>The students have acquired a basic understanding of the cross-sectional organization within the company and can classify and compare organizational models. The participants got to know essential design possibilities and methods, which could come into question for an organizational change. In addition, they can evaluate and modify organizational models based on practical examples</p>
Contents	<p>The module teaches the theoretical fundamentals of organizational theory and methodology. General systems theory is used as a stepping stone to gain a basic knowledge of structures and processes. Building this, practical examples are used to impart knowledge and skills in analysis and design methodology as it applies to organizational growth. This is summarized in the following list:</p> <ul style="list-style-type: none">• The company as a socio-technical and open system• Characteristics of organization• Structural organization using traditional task analysis and synthetics for job creation• Structural design and company format• Selection of organization type• Structural organization using analyses, planning, introduction and control of systems• Characteristics, types and objectives of processes• Checking the transferability of traditional structural principles against the requirements of a modern organization• Business process management• Project management and the virtual organization <p>Fundamentals of international organization</p>

Media	Laptop, Projector, Overhead-projector, black board, skript
Literatur	<p>Child, John: Organization: Contemporary Principles and Practice, Blackwell Publ. Verlag, 21. Dezember 2004;</p> <p>Jain, J.N. / Singh, P.P.: Modern Organisation Development and Change: Principles and Practices, Regal Publications Verlag, 1. Dezember 2007;</p> <p>Jones, Gareth R.: Organizational Theory, Design, and Change; Pearson Seventh Edition 2013;</p> <p>Milgrom, Paul: Economics, Organization and Management, Prentice Hall 1992;</p> <p>Fischer, Klemens H.: Handbook on International Organisations: A Comprehensive Guide, Springer Verlag, 1. Auflage, Berlin Heidelberg, 1. März 2012</p> <p>Spector, Bert: Implementing Organizational Change, Pearson Third Edition 2013;</p>