# Organization Theory

**ECTS** : 3

**Enseignant responsable** : David SANSON (https://dauphine.psl.eu/recherche/cvtheque/sanson-david)

**Langue du cours** : Français

**Volume horaire** : 36

**Description du contenu de l'enseignement :**

**Learning Objectives:**

- Acquire knowledge of the core theoretical foundations of organization theory.

- Understand how organization theory contributes to analyzing and interpreting contemporary organizational life.

- Develop a critical and historical perspective on the evolution of organizational thinking, from classical to contemporary and emerging approaches:

**1. Classical Theories**

- Scientific Management (Taylorism)
- Human Relations Movement
- Bureaucratic Theory
- Decision-Making Theories
- Contingency Theories

**2. Contemporary Approaches**

- Power and Politics in Organizations
- (Neo-)Institutional Theories
- Transaction Cost Economics and Agency Theory

**3. Cutting-Edge Perspectives**

- Critical Management Studies (CMS)
- Paradox Theory
- Actor-Network Theory (ANT)

**Compétences à acquérir :**

- Develop a solid understanding of the fundamental principles and key concepts of Organization Theory (OT).

- Acquire the ability to critically apply major OT theoretical frameworks to analyze organizational dynamics and contemporary management issues.

**Coefficient** : 0.50