Organization Theory

ECTS : 3

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)

Compétence 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.