

# Organization Theories

Master Course

Lecturer:  
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Assistant:  
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**Time:** Tuesday 10.15-12.00am (1<sup>st</sup> session on February 21<sup>st</sup>)

**Room:** KOL E-18

**Exam:** June 19th, 2012, KOL-F-118

**ECTS:** 3 Points

**Attention:** The course language is English!

## Course Description

Given the complexity of organizations, it is not surprising that there is a plurality of theories offering different perspectives for studying organizations. All of these theories offer valuable insights on central questions in organizations studies, in particular on how organizations emerge, how they are sustained and how they function. Apart from that, these theories also have important practical implications, e.g. on organizational design. This course will provide an overview of central organization theories discussing their relevance both in scientific and practical terms. The different theories will be illustrated with empirical examples.

## Course Objectives

At the end of the course, you should

1. have an in-depth knowledge of the most relevant organizational theories
2. be able to distinguish between the ontological, epistemological and methodological assumptions underlying the different theories
3. be able to discuss the scientific and practical relevance of the different

organization theories

## **Course Contents**

1. The Pluralism of Organization Theories
2. Max Weber and his Concept of Bureaucracy
3. Scientific Management and Taylorism
4. Human Relations Movement
5. Contingency Theory
6. Resource Dependency Theory
7. Organizational Ecology Theory
8. New Institutionalism
9. Critical Organization Theory
10. So Many Theories: Now What?

## **WWF Statutory Course Policies**

According to WWF study regulations, all exam dates are final as published in the VVZ. This means that the (midterm and) final exam date(s) and time(s) are not negotiable. It will not be possible to take any exams on different dates.

Check your class schedule for possible exam conflicts at the beginning of the semester, as this is your own responsibility. If you want to avoid heavy workload and taking multiple exams in one day you will have to rearrange your class schedule accordingly before the semester starts. Please arrange yourself by taking the respective classes only.

Academic dishonesty in any form will not be tolerated. Anyone caught cheating or engaging in unethical behavior will be reported to the Dean's office according to the guidelines on academic dishonesty set forth by the University of Zurich.

Don't forget to officially register yourself using the registration tool of the University of Zurich.

Note: The information in this syllabus supports the official information in the electronic university registration tool (VVZ – Vorlesungsverzeichnis). In cases of doubt, the official information at the VVZ is decisive.