



IDENTIFYING DATA

(*)Teoría da organización

Subject	(*)Teoría da organización			
Code	V03G020V01505			
Study programme	(*)Grao en Administración e Dirección de Empresas			
Descriptors	ECTS Credits	Choose	Year	Quadmester
	6	Mandatory	3rd	1st
Teaching language	Spanish			
Department				
Coordinator	Cabanelas Omil, José			
Lecturers	Cabanelas Omil, José Enríquez Riestra, Miguel Carlos			
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Web				
General description				

Competencies

Code	
A1	(*)Posuír e comprender coñecementos sobre os aspectos internos, funcións e procesos das organizacións incluíndo a súa natureza, estrutura, goberno, operativa e dirección
A2	(*)Posuír e comprender coñecementos sobre as interrelacións existentes entre os distintos subsistemas que conforman o sistema empresarial
A3	(*)Posuír e comprender coñecementos sobre as institucións económicas como resultado e aplicación de representacións teóricas ou formais a respecto de como funciona a economía
A4	(*)Posuír e comprender coñecementos sobre o marco económico que regula as actividades empresariais, e a correspondente normativa
A5	(*)Posuír e comprender coñecementos sobre a relación entre a empresa e o seu entorno avaliando a súa repercusión na estratexia, comportamento, xestión e sustentabilidade empresarial
A6	(*)Posuír e comprender coñecementos sobre os distintos procesos, procedementos e prácticas de xestión empresarial
A7	(*)Posuír e comprender coñecementos sobre as principais técnicas instrumentais aplicadas ao ámbito empresarial
A8	(*)Aplicar os coñecementos adquiridos a futuras situacións profesionais e desenvolver competencias relacionadas coa elaboración e defensa de argumentos e resolución de problemas dentro da súa área de estudo
A9	(*)Identificar a xeneralidade dos problemas económicos que se suscitan nas empresas, e saber utilizar os principais instrumentos existentes para a súa resolución
A10	(*)Valorar, a partir dos rexistros relevantes de información, a situación e previsible evolución dunha empresa
A11	(*)Tomar decisións estratéxicas utilizando diferentes tipos de modelos empresariais
A12	(*)Solucionar de maneira eficaz problemas e tomar decisións utilizando métodos cuantitativos e cualitativos apropiados, incluíndo entre eles a identificación, formulación e solución dos problemas empresariais
A13	(*)Mobilidade e adaptabilidade a entornos e situacións diferentes
A14	(*)Elaborar os plans e políticas nas diferentes áreas funcionais das organizacións
A15	(*)Ter a capacidade de reunir e interpretar datos relevantes para emitir xuízos que inclúan unha reflexión sobre temas relevantes de índole social, científica ou ética
A16	(*)Habilidades na procura, identificación e interpretación de fontes de información económica relevante
B1	(*)Capacidade de análise e síntese
B2	(*)Pensamento crítico e autocrítico
B9	(*)Capacidade de actuación eficaz dentro dun equipo de traballo
B10	(*)Emitir informes de asesoramento sobre situacións concretas de empresas e mercados
B11	(*)Redactar proxectos de xestión global ou de áreas funcionais da empresa
B13	(*)Capacidade de aprendizaxe e traballo autónomo

Learning aims		
Expected results from this subject	Training and Learning Results	
(*)Address the theory of the organisation from a critical plane and a perspective of *deconstrucción-social and collective building.	A1	B1
	A2	B2
	A3	
	A4	
	A5	
	A9	
(*)Analyse and *valorizar the importance of the organisations in the current society like instrument of creation of wealth and welfare.	A1	B1
	A2	B2
	A3	
	A4	
	A5	
	A12	
	A13	
(*)Study the most notable theories on the organisation and know interpret them in real situations.	A15	
	A1	B1
	A2	B2
	A3	
	A4	
	A5	
	A6	
	A7	
	A8	
(*)Stimulate the capacity of analysis and reflection on the organisations and his paper in the development of the human society.	A15	
	A8	B1
	A9	B2
	A10	B9
	A12	B10
	A13	B11
	A14	
	A15	
(*)Absorb *conociientos that *posibiliten analyse, design and implant solutions for the able organisations to answer to the requests of our society.	A16	
	A1	B1
	A2	B2
	A3	
	A4	
	A5	
	A6	
	A7	
	A8	
	A9	
	A10	
	A11	
	A12	
	A13	
(*)Actuate the capacity of learning to achieve knowledges, skills and attitudes and at the same time *impulsar the capacity to renew the thought from a constructivist approach that *posibiite his management in a context of complexity.	A15	
		B1
(*)Develop conceptual instruments, technical and tools that facilitate to understand the operation of the organisations.		B2
	A7	B1
	A8	B2
	A9	B9
	A11	B13
	A12	
	A13	
	A15	

Contents		
Topic		
(*)1. FOUNDATIONS OF THE THEORY OF THE *ORGANIZACIÓNLectura 1.1 [1] The theory of the organisation. Trends and theoretical support.	(*)1.1.1 Importance of the organisations.1.1.2 Of the meaning of organisation.1.1.3 Of the science of the organisation.1.1.4 The science of the organisation (*I): evolution.1.1.5 The science of the organisation (*II): approaches and theories more notable that form the current theoretical support of the organisation.1.1.6 Syntheses of dominant theories. Practical case: *CP1101Questions of class: *CC1101	

(*)Reading 1.2 [2] To an integrated vision of the theory of the organisation. Of the modernist thought to the constructivist.	(*)1.2.1 To an integral theory of the organisation?1.2.2 critical Analyses of the theory of the organisation (*I). Debate on the proliferation of paradigms and his level.1.2.3 critical Analyses of the theory of the organisation (*II). Debate on the validity of the distinct theories.1.2.4 A vision *integradora.1.2.5 Influence of the thought in the theory of the organisation.1.2.6 The building of a new organisational reality and social. A vision from the networks.Practical case: *CP1201Questions of class: *CC1201
(*)2. THE CONTEXT OF THE *ORGANIZACIONESLectura 2.1 [3] The surroundings, the complexity and the dynamics of change.	(*)2.1.1 Theories of the organisation related with the surroundings.2.1.2 Of the surroundings: analysis and structure.2.1.3 The complexity and the dynamics of change. 2.1.4 Influence of the complexity in the organisational design.2.1.5 The nature of the change and the models of management of the change.2.1.6 Influence of the complexity in the organisational design.2.1.7 The cultural change and the strategy in the organisations.2.1.8 Change and organisational dynamics.2.1.9 Change and organisational and social learning.2.1.10 Maturity for the change and learning Question of class: *CC2101
(*)Reading 2.2 [4] The nature of the task and of the technology in the organisations	(*)2.2.1 The nature of the task and of the organisational technology2.2.2 central Concepts in technology of the organisations2.2.3 Types of technologies and his influence in the *organizacionesCaso practical: *CP21/2201Questions of class: *CC2201
(*)3. GOVERNMENT And INFLUENCE IN THE ORGANISATIONS Reading 3.1 [5] Takes of decisions in the organisation	(*)3.1.1 Centralisation *vs decentralisation.3.1.2 Delegation and take of decisions.3.1.3 Methods of take of decisions.3.1.4 Communication and take of decisions in group. Questions of class: *CC3101
(*)Reading 3.2 [6] Government and control of the organisations. Power and political.	(*)3.2.1 The organisation like political entity. 3.2.2 Mechanisms of government and control in the organisation. Questions of class: *CC3201
(*)4. ARCHITECTURE *ORGANIZATIVA Lectura 4.1 [7] organisational Architecture (*I): modernist Approach.	(*)4.1.1 The *cambiante paradigm of the organisational design.4.1.2 fundamental Elements that define a structure: basic principles.4.1.3 Development of the principles of coordination, specialisation, *formalización, identity and power.Practical case: *CP4101Questions of class: *CC4101
(*)Reading 4.2 [8] organisational Architecture (*II): Architectures of change.	(*)4.2.1 The *metamorfosis in the organisational relations.4.2.2 Some bases of the organisation *postmoderna.4.2.3 Some proposals of new organisational structures *influenciadas by the complexity. 4.2.4 Some modern organisational of global companies.Questions of class: *CC4201
(*)Reading 4.3 [9] organisational Architecture (*III): The organisation expanded and the networks.	(*)4.3.1 Networks, nodes and relations.4.3.2 The organisation expanded in network4.3.3 Bases of the organisation in network under the constructivist approach.4.3.4 theoretical Approaches notable in the study of networks. 4.3.5 Organisations, networks and capacity of absorption.Questions of class: *CC4201
(*)5. DEVELOPMENT *ORGANIZACIONAL. Reading 5.1 [11] organisational Development (*II): Knowledge and learning	(*)5.1.1 The knowledge like base of the development *organizacional. 5.1.2 Of the knowledge: approaches, process and management.5.1.3 The transformations of the knowledge. The *espiral of the knowledge.5.1.4 The intellectual capital.5.1.5 organisational Learning: importance, bases and development. 5.1.6 collective Talent and capacity of *absorciónCuestiones of class: *CC5101
(*)Reading 5.2 [12] organisational Development (*I): Alliances and cooperation.	(*)5.2.1 Alliances and cooperation and organisational design: basic appearances. 5.2.2 Origin of the costs of transaction.5.2.3 The design of the cooperation and the organisation.5.2.4 Instruments *organizacionales resultant of the cooperation. Questions of class: *CC5201
(*)Reading 4.4 [10] organisational Architecture (*IV): Constructivism and networks.	(*)4.4.1 Bases of the organisation expanded under the constructivist approach.4.4.2 Bases of the organisation in network under the constructivist approach.4.4.3 theoretical Approaches notable in the study of networks.4.4.4 Organisations and networks.Practical case: *CP4401Questions of class: *CC4401
(*)Reading 5.3 [13] organisational Development (*III): Organise to achieve dynamic capacities in a world in transformation.Questions of class: *CC5301	(*)5.3.1 The new challenges of the organisation and the direction.5.3.2 To a way of vision on the future of the organisation.

Planning

	Class hours	Hours outside the classroom	Total hours
Master Session	30	60	90
Autonomous troubleshooting and / or exercises	5	10	15
Case studies / analysis of situations	15	30	45

*The information in the planning table is for guidance only and does not take into account the heterogeneity of the students.

Methodologies	
	Description
Master Session	(*)Exposición por parte do profesor da lectura e as cuestións de clase correspondentes no aula
Autonomous troubleshooting and / or exercises	(*)Debate e resolución de cuestións de clase de forma autónoma por grupos de tres alumnos.
Case studies / analysis of situations	(*)Método do caso. Análise e debate en grupos de tres alumnos. Avaliación de feitos, identificación de problemas e proposta de solucións conectadas con teorías ou conceptos asociados a teorías.

Personalized attention

Methodologies	Description
Autonomous troubleshooting and / or exercises	

Assessment

	Description	Qualification
Master Session	(*)Exame	55
Autonomous troubleshooting and / or exercises	(*)Cuestións de clase [*CCs] a desenvolver en grupo aínda que a avaliación é individual. Coincidindo coa última sesión práctica deberá entregarse un documento que incorpore os casos prácticos (*CPs) xunto coas cuestións de clase (*CCs) e unha breve enquisa do traballo efectuado durante o curso	15
Case studies / analysis of situations	(*)Desenvolvemento de casos prácticos e situacións [*CPs]. Traballo en grupo, avaliación individual. Coincidindo coa última sesión práctica deberá entregarse un documento que incorpore os casos prácticos (*CPs) xunto coas cuestións de clase (*CCs) e unha breve enquisa do traballo efectuado durante o curso o	30

Other comments on the Evaluation

Sources of information

José Cabanelas Omil, Lectura 1.1 01 La organización: pensamiento y enfoques teóricos , 2011,
José Cabanlas Omil, Lectura 1.2 02 Una visión integradora de la teoría de la organización , 2011,
José Cabanelas Omil, Lectura 2.1 03 El entorno, la complejidad y la dinámica de cambio , 2011,
José Cabanelas Omil, Lectura 2.2 04 Influencia de la cultura, la tecnología y la tarea en las organizaciones , 2011,
José Cabanelas Omil, Lectura 3.1 05 Toma de decisiones en la organización , 2011,
José Cabanelas Omil, Lectura 3.2 06 Gobierno y control en las organizaciones , 2011,
José Cabanelas Omil, Lectura 4.1 7 Arquitectura organizativa (I): enfoque modernista , 2011,
José Cabanelas Omil, Lectura 4.2 8 Arquitectura organizativa (II) enfoque postmodernista , 2011,
José Cabanelas Omil, Lectura 4.3 9 Arquitectura organizativa (III): la organización expandida en las redes , 2011,
José Cabanelas Omil, Lectura 4.4 10 Arquitectura organizativa (IV): constructivismo y redes , 2011,
José Cabanelas Omil, Lectura 5.1 10 Desarrollo organizativo (I): conocimiento y aprendizaje , 2011,
José Cabanelas Omil, Lectura 5.2.11 Desarrollo organizativo (II): alianzas y cooperación , 2011,
José Cabanelas Omil, Lectura 5.3 13 Organizarse para alcanzar capacidades dinámicas en un mundo en transformación , 2011,

Recommendations

Subjects that are recommended to be taken simultaneously

(*)Dirección estratéxica/V03G020V01503

Subjects that it is recommended to have taken before

(*)Empresa: Fundamentos de administración/V03G020V01102