



## IDENTIFYING DATA

### Organizational theory

Subject	Organizational theory			
Code	O04G020V01505			
Study programme	Grado en Administración y Dirección de Empresas			
Descriptors	ECTS Credits	Choose	Year	Quadmester
	6	Mandatory	3rd	1st
Teaching language	#EnglishFriendly Spanish			
Department				
Coordinator	Sánchez Sellero, Francisco Javier			
Lecturers	Sánchez Sellero, Francisco Javier			
E-mail	javiss@uvigo.es			
Web	<a href="http://faitic.uvigo.es">http://faitic.uvigo.es</a>			
General description	<p>The objective of this subject is to know how organizations work, make decisions, develop strategies, structure themselves for the achievement of objectives, as well as the power relations that surround and permeate organizations and the way in which societies interact with their organizations.</p> <p>English Friendly subject: International students may request from the teachers: a) resources and bibliographic references in English, b) tutoring sessions in English, c) exams and assessments in English.</p>			

## Training and Learning Results

Code	
B1	Ability to analyse and synthesise
B2	Critical and self-critical thinking
B4	Ability to transmit ideas, information, problems and solutions to the both specialised and lay public
B5	Oral and written communication skills.
B9	Ability to work effectively within a team
B12	The student should have developed those learning skills necessary for undertaking further studies with a high degree of autonomy
B13	Capacity for learning and independent work
B14	Capacity to apply the theoretical and practical knowledge acquired in a specialised academic context
C1	Acquire and understand knowledge regarding: the relationships between the different subsystems that make up the business system
C3	Acquire and understand knowledge regarding: Internal aspects, functions and processes of organisations including their nature, structure, direction, operation and management
C5	Acquire and understand knowledge regarding: The relationship between the business and its surroundings, evaluating its impact on business strategy, behaviour, management and sustainability
C6	Acquire and understand knowledge regarding: The different processes, procedures and practices related to business management
D1	Effective personal management in terms of time, planning and behaviour, motivation and initiative both as an individual and as a member of the business community
D2	Capacity for leadership, including empathy with others
D3	Responsibility and the capacity to take on commitments
D4	Ethical commitment in work

## Expected results from this subject

Expected results from this subject	Training and Learning Results
------------------------------------	-------------------------------

Analyse the opportunities and threats that poses the surroundings to organisational level	B9 B12 B13 B14	C1 C3 C5 C6	D2 D3
Describe the main organisational structures, knowing his advantages and inconvenient, as well as the type of company that uses them	B1 B2 B4 B14		D2 D3
Formulate the relations between corporate government, control, influence and organisational culture	B1 B2 B4 B5 B14		D2
Apply the procedures of analysis and knowledges to the resolution of problems/question organisational concrete	B1 B2	C1 C3 C5	D2
Identify the different approaches of the theory and the distinct personal visions of a team of work in the realisation of a common project.	B1 B2 B4 B5 B9 B14	C3	D2
Know the foundations of the Theory of the Organisation to be able to apply them in the creation of the organisational structure of the company	B1 B2 B4 B12 B13 B14		D1 D2 D3 D4

## Contents

### Topic

CHAPTER I: FOUNDATIONS OF THEORY OF THE ORGANISATION	.
CHAPTER II: THE CONTEXT OF THE ORGANISATIONS	.
CHAPTER III: ORGANISATIONAL ARCHITECTURE	.
CHAPTER IV: BEHAVIOUR, GOVERNMENT, CONTROL, INFLUENCE And ORGANISATIONAL CULTURE	.
CHAPTER V: DEVELOPMENT *ORGANIZACIONAL	.

## Planning

	Class hours	Hours outside the classroom	Total hours
Lecturing	28	23	51
Problem solving	15	15	30
Presentation	2	4	6
Seminars	2.5	5	7.5
Problem and/or exercise solving	2	31	33
Essay	0.5	17	17.5
Portfolio / dossier	0	5	5

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

## Methodologies

	Description
Lecturing	Exhibition by part of the professor of the contents on the matter object of study, theoretical bases and/or guidelines of the work, exercises or projects to develop by the student.
Problem solving	Resolution and presentation of exercises/question/works by part of the student so much of individual form as in group under the proposal, guide and supervision of the professor.
Presentation	Presentation and exhibition by part of the students in front of the educational and/or a group of students of a subject on contents of the matter or of the results of a work, exercise, project... It will work in group.
Seminars	*Tutorías In group reduced. Meetings that the student is supported by the *profesorado of the subject for advice, development and supervision of activities of the subject in the process of learning

---

**Personalized assistance**

---

**Methodologies Description**

---

Seminars In group reduced. Meetings that the student is supported by the teachers of the subject for advice, development and supervision of activities of the subject in the process of learning

---

---

**Assessment**

---

	Description	Qualification	Training and Learning Results		
Problem solving	Test subject to continuous evaluation. It consists in the resolution, individually or in groups, of questions raised, guided and supervised by the professor on the subject. The participation of the student and their ability to integrate the concepts developed in class will be evaluated.	25	B1 B12 B13 B14	C1 C3 C5 C6	
Presentation	Oral presentation by students of a specific topic or a work (previous written presentation).	10	B1 B2 B4 B5	C1 C3 C5 C6	D2 D3
Seminars	Courses or conferences organised with companies or institutions on thematic linked to the matter	15	B1 B2	C3 C5	
Problem and/or exercise solving	Test to evaluate the knowledge acquired by the student on the subject. The answer must be brief. The ability to understand, the relationship between concepts and application to different situations and contingencies will be taken into account by the student.	40	B1 B2 B12 B13 B14	C1 C3 C5 C6	D3
Essay	Realization by the student of a written work on a specific topic. Their ability to apply the concepts assimilated in lectures to situations in a real or similar context will be evaluated.	10	B1 B2 B4 B5	C1 C3 C5 C6	D2 D3

---

---

**Other comments on the Evaluation**

---

The description of this guide is intended for face-to-face mode. The mark obtained by the student in the classroom will be valid for the calls to which the enrollment of each academic year entitles.

\* The concretion of the activities to carry out will depend to a great extent on the number of students, means to work in group, etc.

The dates and times of the evaluation tests of the different calls are those specified in the calendar of evaluation tests approved by the Board of the Center for the 2022-23 academic year.

In the event of conflict or disparity between the dates of the exams, those indicated on the FCETOU website will prevail.

---

---

**Sources of information**

---

**Basic Bibliography**

Argyris, C., **On organizational learning**, 1994,

Hodge, B.J., et al, **Teoría de la organización, un enfoque estratégico**, 1998,

Hodge, B. J., & Anthony, W. P., **Organization Theory: A Strategic Approach**, 1992,

---

**Complementary Bibliography**

---

---

**Recommendations**

---

**Subjects that it is recommended to have taken before**

---

Business: Basics of management/O04G020V01102

Business: Business management/O04G020V01203

---

**Other comments**

---

This teaching guide anticipates the lines of action that must be carried out with the student in the subject and is conceived in a flexible way. Consequently, it may require readjustments throughout the academic year promoted by the dynamics of the class and the group of real recipients or by the relevance of the situations that may arise. Likewise, students will be provided with the information and specific guidelines that are necessary at each moment of the training process.

---