



## IDENTIFYING DATA

### Organizational theory

Subject	Organizational theory			
Code	O04G020V01505			
Study programme	(*)Grao en Administración e Dirección de Empresas			
Descriptors	ECTS Credits	Choose	Year	Quadmester
	6	Mandatory	3rd	1st
Teaching language	#EnglishFriendly Spanish			
Department				
Coordinator	Rivo López, Elena			
Lecturers	Rivo López, Elena Sánchez Sello, Francisco Javier			
E-mail	rivo@uvigo.es			
Web	http://fatic.uvigo.es			
General description	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. English Friendly subject: International students may request from the teachers: a) materials and bibliographic references in English, b) tutoring sessions in English, c) exams and assessments in English.			

## Competencies

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
D2	Capacity for leadership, including empathy with others
D3	Responsibility and the capacity to take on commitments

## Learning outcomes

Expected results from this subject	Training and Learning Results		
New			
(*)Aplicar los procedimientos de análisis y conocimientos adquiridos a la resolución de problemas/cuestiones concretas, tanto a nivel estratégico como operativo, en el ámbito de las distintas áreas funcionales de la empresa.	B9 B12 B13 B14	C1 C3 C5 C6	D2 D3

(*)Tener capacidad para buscar, identificar, filtrar y analizar datos relevantes que pueden afectar a las distintas funciones de la empresa para interpretar su importancia en términos de defender o criticar distintas posturas, o medidas de actuación alternativas. tras una correcta valoración de ventajas e inconvenientes.	B1 B2 B4 B14	D2 D3	
(*)Demostrar una actitud proactiva y tener capacidad de expresarse correctamente para transmitir ideas y/o comunicar de forma educada, comprensible y razonada su interpretación, u opinión, sobre determinadas cuestiones relacionadas con distintos aspectos de la gestión empresarial.	B1 B2 B4 B5 B14	D2	
New	B1 B2	C1 C3 C5	D2
New	B1 B2 B4 B5 B9 B14	C3	D2

## Contents

### Topic

(*)CAPÍTULO I: FUNDAMENTOS DE TEORÍA DE LA ORGANIZACIÓN	(*)
(*)CAPÍTULO II: EL CONTEXTO DE LAS ORGANIZACIONES	(*)
(*)CAPÍTULO III: ARQUITECTURA ORGANIZATIVA	(*)
(*)CAPÍTULO IV: COMPORTAMIENTO ORGANIZACIONAL Y PROCESOS ORGANIZATIVOS	(*)
(*)CAPÍTULO V: DEDARROLLO 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

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

## Methodologies

	Description
Lecturing	(*)Exposición por parte do profesor dos contidos sobre a materia obxecto de estudo, bases teóricas e/ou directrices do traballo, exercicios ou proxectos a desenvolver polo estudante.
Problem solving	(*)Resolución e presentación de exercicios/cuestións/traballos por parte do alumno tanto de maneira individual como en grupo baixo a proposta, orientación e supervisión do profesor.
Presentation	(*)Presentación e exposición por parte do alumnado ante o docente e/ou un grupo de estudantes dun tema sobre contidos da materia ou dos resultados dun traballo, exercicio, proxecto... Traballarase en grupo.
Seminars	(*)Titorías en grupo reducido. Reunións que o alumno mantén co profesorado da materia para asesoramento, desenvolvemento e supervisión de actividades da materia no proceso de aprendizaxe.

## Personalized assistance

Methodologies	Description
Seminars	

## 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.	20	B1 B12 B13 B14	C1 C3 C5 C6
Presentation	Oral presentation by students of a specific topic or a work (previous written presentation).	15	B1 B2 B4 B5	C1 C3 C5 C6
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.	50	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.	15	B1 B2 B4 B5	C1 C3 C5 C6

### 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 2019-20 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.

### Contingency plan

#### Description

=== EXCEPTIONAL PLANNING ===

Given the uncertain and unpredictable evolution of the health alert caused by COVID-19, the University of Vigo establishes an extraordinary planning that will be activated when the administrations and the institution itself determine it, considering safety, health and responsibility criteria both in distance and blended learning. These already planned measures guarantee, at the required time, the development of teaching in a more agile and effective way, as it is known in advance (or well in advance) by the students and teachers through the standardized tool.

=== ADAPTATION OF THE METHODOLOGIES ===

\* Teaching methodologies maintained

- \* Teaching methodologies modified
- \* Non-attendance mechanisms for student attention (tutoring)
- \* Modifications (if applicable) of the contents
- \* Additional bibliography to facilitate self-learning
- \* Other modifications

=== ADAPTATION OF THE TESTS ===

- \* Tests already carried out

Test XX: [Previous Weight 00%] [Proposed Weight 00%]

...

- \* Pending tests that are maintained

Test XX: [Previous Weight 00%] [Proposed Weight 00%]

...

- \* Tests that are modified

[Previous test] => [New test]

- \* New tests

- \* Additional Information
-