

Course program

Course title: Organization Theories	Neptun code: GTVSM4011PA
	Course type: Required for specialisation
Name and position of course coordinator: Mariann Somosi Veresné Full Professor	
Name(s) and position(s) of teaching assistant(s):	
Suggested semester: 3	Prerequisite course(s):-
Weekly lecture+seminar hours: 2+0	Evaluation method: exam
Credits: 5	Study format: full time and part time
<p>Course objectives: The course provides a basic insight into different organization theories and management schools. Pluralism is emphasized at the course and the different models are critically analysed. With this process we would like to support the students to acquire the information about the chronological changes of the theories and the organizational and managerial thinking. The course also makes their knowledge complete by providing a frame to understand the organizational structures, processes, culture and behaviour and also the world of open organizational structures.</p>	
<p>Course content and structure:</p> <ol style="list-style-type: none"> 1. Critical analysis of the Organizational Theories <ul style="list-style-type: none"> – Theoretical approach to Organizations, – Scientific approach of Organizations, – The Value of Scientific results for the Organizational Theories. 2. Max Weber's analysis of bureaucracy <ul style="list-style-type: none"> – Rationalization as a guiding principle, – Rationalization at the level of institutions: bureaucracy. 3. Management and Taylorism <ul style="list-style-type: none"> – Management as Good Practice – Scientific Management 4. Human Relations Movement and organizational psychology <ul style="list-style-type: none"> – The history of the theory, – Hawthorne and the consequences 5. Behavioral Decision Theory <ul style="list-style-type: none"> – A Concept of Organization in Behavioral Economics, – About the participation and contribution 6. Contingency Theory <ul style="list-style-type: none"> – Concepts and Methods – The results of the empirical tests 7. Theories of Organizations by the Institutional Economics <ul style="list-style-type: none"> – Property rights theory – Agent Theory – Transaction cost theory 8. Evolutionary approach <ul style="list-style-type: none"> – Population ecology approach – Weick's approach 9. Interpretative approaches of Organizational Theories 10. The characteristics of Organizational Competence and Capability Development 	
Evaluation method:	
<i>Course assignments:</i> : Attending the class	

Course point distribution, examination format:

Oral exam. Examination items are identical with the course program lectures.

Required reading:

Alfred Kieser: *Szervezetelméletek*. Aula Kiadó, 1995. Budapest.

Veresné Somosi Mariann: *Teljesítményalapú szervezetalakítás elmélete és módszertana*. Miskolci Egyetemi Kiadó, 2014.

Self Evaluation Model of Organizational Behaviour. „COMEC 2010. VI. Conferencia Científica Internacional de Ingeniera Mecánica. 2 al 4 noviembre, 2010.” Dado en la Universidad Central „Marta Abreu” de Las Villas Cuba, a los 4 días del mes de noviembre de 2010. 1-9. p. [CD] ISBN 978-959-250-602-2

Suggested reading:

Alapvető képesség: a szervezeti és az egyéni képesség fejlesztése. In: Magyar Minőség, XX. évf. 2011. 5. sz. 11-20. p. HU ISSN 1789-5510.

Basic skill: The Development of Organizational and Individual Capability. Proceedings of the 11th International Scientific Conference. Management Horizons in Changing Economic Environment. Visions and Challenges. Kaunas, Lithuania, 2011. szeptember 22-24. 541-549. p.