

Opasraportti

TaTK - Management and Organisation 2006-2007 (2006 - 2007)

This is the study guide of Faculty of Economics and Business Administration, containing information about courses offered in the area of Management and Organisation. The information is valid for the academic year 2006-2007.

Tutkintorakenteisiin kuulumattomat opintokokonaisuudet ja -jaksot

721005A: Additional Courses in Management and Organization, Intermediate Level, 0 op
 721175A: Business Simulation, 5 op
 721535A: Competence and Knowledge Management, 5 op
 721551S: Current Issues in Management Organization, 6 op
 721534A: Diversity Management, 5 op
 721241A: Field Project, 5 op
 721556S: Globalization and International Management, 6 op
 721513P: Human Resource Management, 5 op
 721509P: Introduction to Organizational Science, 5 op
 721614A: Labour Law, 7 op
 721518P: Leadership and Change, 5 op
 721512P: Learning Organization, 5 op
 721421A: Marketing of a High Tech Firm, 5 op
 721550S: Master's Thesis, Management and Organization, 30 op
 721510S: Organization Theory, 6 op
 721515A: Organizational Development, 5 op
 721511P: Principles of Management, 5 op
 721533A: Project Management, 5 op
 721517A: Seminar in Management and Organization, 10 op
 721555S: Special Issue in Management and Organization, 6 op
 721553S: Strategic Human Resource Management, 6 op
 721183A: Strategic Management, 5 op
 721557S: Strategy and Management, 6 op
 721552S: Technology, Work and Organization, 6 op

Opintojaksojen kuvaukset

Tutkintorakenteisiin kuulumattomien opintokokonaisuuksien ja -jaksojen kuvaukset

721005A: Additional Courses in Management and Organization, Intermediate Level, 0 op

Opiskelumuoto: Intermediate Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opintokohteen kielet: Finnish

Voidaan suorittaa useasti: Kyllä

ECTS Credits:

5 credits

Timing:

Free

Assessment methods and criteria:

Depends on the course. Courses in other Finnish or foreign universities can also be included.

Person responsible:

Tuomo Peltonen D.Sc.(Econ.&Bus.Adm.)

721175A: Business Simulation, 5 op

Opiskelumuoto: Intermediate Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opettajat: Tuppurainen, Risto Kalevi

Opintokohteen kielet: Finnish

Voidaan suorittaa useasti: Kyllä

ECTS Credits:

5 credits

Timing:

Semester: -

Contents:

The significance of different aspects of business studies in managing profitable organization

Learning activities and teaching methods:

Business simulation game and practice work.

Recommended or required reading:

R. Preston McAfee: Competitive Solutions – The Strategist's Toolkit. Princeton University Press, 2002.

Assessment methods and criteria:

The students play the business simulation game and analyse the result. A report of the simulation is also required.

Person responsible:

N.N.

721535A: Competence and Knowledge Management, 5 op

Voimassaolo: - 31.07.2010

Opiskelumuoto: Intermediate Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opettajat: Ruopasa, Jukka Kullervo

Opintokohteen kielet: Finnish

ECTS Credits:

5 credits

Timing:

Period B

Contents:

Different forms and levels of knowledge, knowledge identification and measurement, performance appraisal, competence gaps and the individual development plans, management information systems, managing strategic competence

Learning activities and teaching methods:

Lectures and independent studying

Recommended or required reading:

Nonaka & Takeuchi: Knowledge Creating Company. Oxford. 1995. Kirjavainen, Paula & Laakso-Manninen, Ritva: Strategisen osaamisen johtaminen. Edita 2000.

Assessment methods and criteria:

Literature examination

Person responsible:

Researcher Jukka Ruopasa

721551S: Current Issues in Management Organization, 6 op

Opiskelumoto: Advanced Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opintokohteen kielet: English

ECTS Credits:

6 credits

Timing:

Period D

Contents:

This year, the module focuses on research methodology and its use in management research. The recent years have witnessed an increasing interest towards constructionist and critical approaches to organization studies, however, the relation of these new currents to the traditional concerns of methodology, and to the input into practitioner issues, has remained unclear. The aim of this course is to explore the different research paradigms – positivist, constructionist and postmodern – available for the students of management, and to discuss their philosophical underpinnings as well as their distinctive ways of responding to the calls for “practitioner relevance”. The course suits advanced undergraduate and beginning doctoral students in management and organization. It can also be taken in conjunction with advanced or doctoral studies in other business management disciplines.

Learning activities and teaching methods:

Lectures will be taught in an intensive format.

Recommended or required reading:

A lecture note will be given out.

Assessment methods and criteria:

Lectures will be taught in an intensive format.

Person responsible:

Docent in Management and Organization, D. Phil. Mihaela Kelemen.

721534A: Diversity Management, 5 op

Voimassaolo: - 31.07.2010

Opiskelumoto: Intermediate Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opintokohteen kielet: Finnish

Voidaan suorittaa useasti: Kyllä

ECTS Credits:

5 credits

Timing:

Period C

Contents:

Background and manifestation of diversity in working communities. Ways to manage diversity in different organizations.

Learning activities and teaching methods:

Lectures and independent studying

Recommended or required reading:

Trux, M-L. (2000) (toim.) Aukeavat ovet – kulttuurinen moninaisuus Suomen elinkeinoelämässä. Juva: WSOY and article collection.

Assessment methods and criteria:

Literature examination and practice work

Person responsible:

Assistant in Management and Organization Maarit Heikkinen

721241A: Field Project, 5 op

Opiskelumuoto: Intermediate Studies

Laji: Practical training

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opintokohteen kielet: Finnish

ECTS Credits:

5 credits

Timing:

Semester: Autumn and Spring

Learning outcomes:

During seminars student will present four separate papers starting from subject analysis and ending with the final report.

Contents:

During seminars student will present four separate papers starting from subject analysis and ending with the final report.

Person responsible:

The professor(s) of economics

721556S: Globalization and International Management, 6 op

Opiskelumuoto: Advanced Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opintokohteen kielet: English

ECTS Credits:

6 credits

Timing:

Periods C-D

Contents:

The course develops the student's theoretical knowledge about international and cross-cultural management in the context of globalization. Special attention is devoted to the problematic nature of managing organizations and people in complex and ambiguous environments. Globalization of economy and culture, managing a multinational company, international strategic human resource management, cross-cultural issues in leadership and organizational behavior, diversity management, critical perspectives on international management and organization.

Recommended or required reading:

Parker, B: Introduction to globalization and business, chapters 1-3, 7, 13-16 (Schneider and Barsoux).

Assessment methods and criteria:

Literature examination.

Person responsible:

Researcher Jaana T. Kuusipalo.

721513P: Human Resource Management, 5 op

Voimassaolo: - 31.12.2013

Opiskelumuoto: Basic Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opintokohteen kielet: Finnish

Leikkaavuudet:

ay721513P Human Resource Management (OPEN UNI) 5.0 op

Voidaan suorittaa useasti: Kyllä

ECTS Credits:

5 credits

Timing:

Period D

Contents:

HRM function, strategic human resource management, organization behaviour, leadership theories and –styles, management development.

Learning activities and teaching methods:

Lectures

Recommended or required reading:

Kauhanen, J.: Henkilöstövoimavarojen johtaminen, WSOY 2006 , 8th edition.; Collection of articles and lecture notes Language of instruction: Finnish

Assessment methods and criteria:

Literature examination

Person responsible:

Juhani Kauhanen, M.Sc (econ.)

721509P: Introduction to Organizational Science, 5 op

Voimassaolo: - 31.12.2007

Opiskelumuoto: Basic Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opettajat: Tuomo Peltonen

Opintokohteen kielet: Finnish

Voidaan suorittaa useasti: Kyllä

ECTS Credits:

5 credits

Timing:

Period D

Contents:

Different views to organization's role in business. The course supports other basic courses by offering general knowledge on organization and its management.

Learning activities and teaching methods:

Lectures and group work

Recommended or required reading:

Hand-out: Johdatus organisaatiotieteeseen; Vanhala, Laukkanen & Koskinen: Liiketoiminta ja johtaminen, 2 uud. pain.,1997, luvut: 1, 3-4, 6-7.

Assessment methods and criteria:

The lecture diary, exercise work and exam

Person responsible:

Tuomo Peltonen, D.Sc.(Econ.&Bus.Adm.), Professor

721614A: Labour Law, 7 op

Opiskelumuoto: Intermediate Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opintokohteen kielet: Finnish

Leikkaavuudet:

ay724612P	Labour law (OPEN UNI)	5.0 op
ay721614A	Labour Law (OPEN UNI)	7.0 op

Voidaan suorittaa useasti: Kyllä

ECTS Credits:

7 credits

Timing:

Period C

Contents:

The course is intended to introduce students to basic legal structures, concepts in individual and collective labour law. The course is intended to give a practical knowledge of the law relating to procedure in solving disputes of labour relations. Basic knowledge in international and EU labour legislation.

Learning activities and teaching methods:

30 hours of lectures and independent studying of the textbooks.

Recommended or required reading:

Kairinen, Martti: Työoikeus perusteineen 2001

Assessment methods and criteria:

Lectures and literature examination

Person responsible:

Markku Pulkkinen, LL.M

721518P: Leadership and Change, 5 op

Opiskelumuoto: Basic Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opintokohteen kielet: English

Leikkaavuudet:

ay721518P	Leadership and Change (OPEN UNI)	5.0 op
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Voidaan suorittaa useasti: Kyllä

ECTS Credits:

5 credits

Timing:

Period A

Contents:

Introduction to the field of organizational behaviour and the main factors influencing individual motivation, thinking, learning and action.

Learning activities and teaching methods:

Lectures and independent studying

Recommended or required reading:

Greenberg, Jerald: Managing Behavior in Organizations. Prentice Hall 2002. Kotter; J. Muutos vaatii johtajuutta. Rastor 1997. Artikkeleita ja luentomoniste Collection of articles and lecture notes Language of instruction: Finnish

Assessment methods and criteria:

Literature examination and practice work

Person responsible:

Lecturer in management and organization Kimmo Kuitunen

721512P: Learning Organization, 5 op

Voimassaolo: - 31.05.2012

Opiskelumuoto: Basic Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opintokohteen kielet: Finnish

ECTS Credits:

5 credits

Timing:

Period D

Contents:

Developing a learning organization, skill of learning organization; managing change; the different levels and modes of learning; theories of the learning organization, learning environment, factors promoting and hindering learning.

Learning activities and teaching methods:

Lectures and practice work

Recommended or required reading:

Senge, P.: The Fifth Discipline. Doubleday, 1990; Argyris, C. & Schön, D.: Organizational Learning II. Theory, method and practice. Addison-Wesley Publishing company, 1996.

Assessment methods and criteria:

The course is being completed by way of the lectures, practice work, extra literature and final exam

Person responsible:

Lecturer in management and organization Kimmo Kuitunen

721421A: Marketing of a High Tech Firm, 5 op

Opiskelumuoto: Intermediate Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opettajat: Salo, Jari Tapani

Opintokohteen kielet: English

Voidaan suorittaa useasti: Kyllä

ECTS Credits:

5 credits

Timing:

Period B

Contents:

The general objective of this course is to increase the understanding of the students of the marketing and internalization of the high tech firms. The aim is to describe and analyze the current state of these issues in the chosen case firms through examination of the focal products and their position in the markets. In more detail the objectives of this course are to provide the student knowledge of the typical features of high-tech marketing and internalization, to make the student acquainted with firms developing and using high technology and to develop the abilities of the student to collect, analyze and report qualitative data.

Recommended or required reading:

Mohr, J.: Marketing of High-Technology Products and Innovations, 2001, and other material named by the lecturer.

Assessment methods and criteria:

6–10 h lectures, 2 h group meetings and xx hours case-sessions and presentations (depending on the number of participating groups). The students are divided into multicultural teams of 3–4 persons. Each team is introduced to a case firm, which is located in or around Oulu and is operating in high-tech markets. The groups make an analytical written report on the case firm and present it to other students in the case-sessions. The number of students is limited. The selection is based on the amount of previous studies in marketing (in economic sciences) or in software business. The course requires registration in advance.

Person responsible:

Assistant Professor in Marketing Jari Salo, D.Sc.

721550S: Master's Thesis, Management and Organization, 30 op

Opiskelumuoto: Advanced Studies

Laji: Diploma thesis

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: A,B,N,C,M,EX,L

Opintokohteen kielet: Finnish, English

ECTS Credits:

30 credits

Learning activities and teaching methods:

Seminars develop student's ability to work independently and problem orientated, analytical thinking and scientific writing skills

Recommended or required reading:

Announced during seminars

Assessment methods and criteria:

Seminar in Management and Organization

Person responsible:

Tuomo Peltonen D.Sc.(Econ.&Bus.Adm.), Professor

721510S: Organization Theory, 6 op

Voimassaolo: - 31.07.2010

Opiskelumuoto: Advanced Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opintokohteen kielet: Finnish

Voidaan suorittaa useasti: Kyllä

ECTS Credits:

6 credits

Timing:

Period B

Contents:

This course introduces scientific perspectives and ideas used in the study of organizations, including the traditional theories as well as more recent developments. Special attention is devoted to the emerging cultural and postmodern analyses of organization.

Learning activities and teaching methods:

Lectures, practice work and independent studying

Recommended or required reading:

Morgan, G.: Images of organization. New edition. Sage 1997; Hatch, M.J.: Organization theory. Oxford 1997. Palmer, I. & Hardy. C.: Thinking about management. Sage 2000.

Assessment methods and criteria:

Literature examination, assignment

Person responsible:

Tuomo Peltonen, D.Sc.(Econ.&Bus.Adm.), Professor

721515A: Organizational Development, 5 op

Voimassaolo: - 31.07.2010

Opiskelumuoto: Intermediate Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opettajat: Jaana Kuusipalo

Opintokohteen kielet: Finnish

Voidaan suorittaa useasti: Kyllä

ECTS Credits:

5 credits

Timing:

Period B

Contents:

Organizational development, corporate cultures and competitiveness, different perspectives on organizational culture, national cultures and organization, culture and organizational behaviour.

Learning activities and teaching methods:

Lectures and independent studying

Recommended or required reading:

Berg, P.O. & Alvesson, M.: Corporate Culture and Organizational Symbolism. 1992; French W.L. & Bell, C. H.: Organization Development. Behavioral Science Interventions for Organization Improvement. Sixth Edition.

Language of instruction: Finnish

Assessment methods and criteria:

Literature examination and practice work

Person responsible:

Researcher Jaana T. Kuusipalo

721511P: Principles of Management, 5 op

Opiskelumuoto: Basic Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opintokohteen kielet: English

Leikkaavuudet:

ay721511P Foundations of Management (OPEN UNI) 5.0 op

Voidaan suorittaa useasti: Kyllä

ECTS Credits:

5 credits

Timing:

Period A

Contents:

Managerial work, organization structures, learning and knowledge producing organization, organizational behaviour, psychology and sociology of management, female management, ethics of management, international management, human resources, etc.

Learning activities and teaching methods:

Lectures

Recommended or required reading:

Lectures hand-out: Yrittäjyys ja johtaminen. Laukkanen, Vanhala, Koskinen: Liiketoiminta ja johtaminen. KY-palvelu, 1997. (Luvut 2-5); Nurmi, Raimo: Johtaminen ja esimiestyö. Mermerus. 2000. Language of instruction: Finnish

Assessment methods and criteria:

Book referate and assignment

Person responsible:

Lecturer in management and organization Kimmo Kuitunen

721533A: Project Management, 5 op

Voimassaolo: - 31.07.2010

Opiskelumuoto: Intermediate Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opintokohteen kielet: Finnish

Voidaan suorittaa useasti: Kyllä

ECTS Credits:

5 credits

Timing:

Period C

Contents:

Principles of project work, managerial work in general, different theories of management. The course takes project and team management perspective and strives to expand the view of leadership taking into consideration the environment in new organization structures.

Learning activities and teaching methods:

Lectures and independent studying

Recommended or required reading:

Boddy, D. (2002) Managing Projects. FT Prentice Hall; Northouse, P.G.: Leadership. Theory and Practice. Sage, 2000 Language of instruction: Finnish

Assessment methods and criteria:

Literature examination and practice work. The course cannot be passed as self-studying.

Person responsible:

Riku Oksman, riku.oksman@roxman.net

721517A: Seminar in Management and Organization, 10 op

Opiskelumuoto: Intermediate Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opintokohteen kielet: Finnish

ECTS Credits:

10 credits

Timing:

Periods A-D

Contents:

During seminars each student will write and present a research paper on chosen topic in order to practise research skills, writing skills and presentation skills. Student also get acquaint him/herself with the basics of scientific acquisition of information and the central databases in economics.

Learning activities and teaching methods:

Seminar work

Recommended or required reading:

Announced during seminars

Assessment methods and criteria:

Seminars

Person responsible:

Assistant Professor in management and organization Tuija Lämsä

721555S: Special Issue in Management and Organization, 6 op

Opiskelumuoto: Advanced Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opintokohteen kielet: English

ECTS Credits:

6 credits

Timing:

Semester: Free

Assessment methods and criteria:

For example 24 h lectures and a literature examination or an extended essay or a practical exercise. The topic of the lecture courses varies. Also courses taken in some other Finnish or foreign universities can be accepted as a completion of the course

Person responsible:

Tuomo Peltonen D.Sc.(Econ.&Bus.Adm.), Professor

721553S: Strategic Human Resource Management, 6 op

Voimassaolo: - 31.07.2010

Opiskelumuoto: Advanced Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opettajat: Ruopsa, Jukka Kullervo

Opintokohteen kielet: Finnish

ECTS Credits:

6 credits

Timing:

Periods A-B

Contents:

The purpose of this course is to give an up-to-date picture of the various approaches and theories of strategic human resource management. The module discusses the latest HRM models and their links to the theory of management and strategy, identifies the main HR tools and practices as well as evaluates the ethical and political dimensions of HRM in modern organizations. Theories of HRM and SHRM, new forms of work, changing psychological contract, management development and careers, comparative HRM, the role of HR function, rhetoric and reality of HRM, HRM and ethics.

Recommended or required reading:

Storey, J. (ed.): Human resource management: a critical text. 2nd edition. Thomson Learning, 2001. Boxall, P. & Purcell, J. (2003): Strategy and Human Resource Management. Palgrave.

Assessment methods and criteria:

Literature examination

Person responsible:

Researcher M.A. Jukka Ruopsa.

721183A: Strategic Management, 5 op

Voimassaolo: - 31.07.2010

Opiskelumuoto: Intermediate Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opettajat: Eriksson, Seppo Allan

Opintokohteen kielet: Finnish

Voidaan suorittaa useasti: Kyllä

ECTS Credits:

5 credits

Timing:

Period A

Contents:

Central concepts of strategic thinking, planning and management, analyzing tools and processes. Course takes a managerial perspective.

Learning activities and teaching methods:

20 hours of lectures, 20 hours of case exercises, and independent reading of the textbooks

Recommended or required reading:

Johnson & Scholes: Exploring Corporate Strategy, 6 ed. Pearson Education limited 2002. Other material announced during the lectures.

Assessment methods and criteria:

Literature examination, participation to case exercises

Person responsible:

Seppo Eriksson, D.Sc.(Econ.&Bus.Adm.)

721557S: Strategy and Management, 6 op

Voimassaolo: - 31.07.2010

Opiskelumuoto: Advanced Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opintokohteen kielet: Finnish

Voidaan suorittaa useasti: Kyllä

ECTS Credits:

6 credits

Timing:

Period: See the exam dates.

Contents:

The purpose of this course is to introduce to the contemporary theory of strategic management. The module will explore the dominant social scientific perspectives used in strategy research and the connections between strategy and organizational management as well as strategy and leadership.

Recommended or required reading:

Whittington, R.: What is Strategy? And does It Matter. Thomson, 2001; Michaud, C. & Theonig, J-C.: Making Strategy and Organization Compatible. Palgrave Macmillan, 2003.

Assessment methods and criteria:

Literature examination.

Person responsible:

Researcher Virpi Saari.

721552S: Technology, Work and Organization, 6 op

Voimassaolo: - 31.07.2010

Opiskelumuoto: Advanced Studies

Laji: Course

Vastuuyksikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opintokohteen kielet: Finnish

ECTS Credits:

6 credits

Timing:

Periods A-B

Contents:

The aim of the course is to deepen the student's understanding of the dynamics between new technologies and organization of work. The module will introduce to the debates of social scientific studies of technology and their applications in management and organization. The course highlights also the various ways to manage knowledge in organization. Emphasis is on the communities of practice and the social dimensions of knowledge creation and organizational learning.

Recommended or required reading:

McLoughlin, I.: Creative Technological Change. Configuring Technology and Organisation. Routledge, 2000;
Wenger, E, McDermott, R. & Snyder, W.: Cultivating Communities of Practice: A Guide to Managing Knowledge. HBS Press, 2002.

Assessment methods and criteria:

Literature examination.

Person responsible:

Assistant Professor of Management Tuija Lämsä.