Opasraportti


Tutkintorakenteisiin kuulumattomat opintokokonaisuudet ja -jaksot

721005A: Additional Courses in Management and Organization, Intermediate Level, 0 op
721536A: Business Ethics, 5 op
721519P: Business Management, 5 op
721535A: Competence and Knowledge Management, 5 op
721551S: Current Issues in Management Organization, 6 op
721534A: Diversity Management, 5 op
721558S: Entrepreneurship Theory, 6 op
721241A: Field Project, 5 op
721556S: Globalization and International Management, 6 op
721513P: Human Resource Management, 5 op
721614A: Labour Law, 7 op
721518P: Leadership and Change, 5 op
721512P: Learning Organization, 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
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
Vastuuysikkö: Faculty of Economics and Business Administration
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.)

721536A: Business Ethics, 5 op

Voimassaolo: 01.08.2007 - 31.07.2010
Opiskelumuoto: Intermediate Studies
Laji: Course
Vastuuysikkö: Faculty of Economics and Business Administration
Arvostelu: 1 - 5, pass, fail
Opettajat: Antti Vähäkangas
Opintokohteen kielet: Finnish

Ei opintojaksokuvauksia.

721519P: Business Management, 5 op

Voimassaolo: 01.08.2008 -
Opiskelumuoto: Basic Studies
Laji: Course
Vastuuysikkö: Faculty of Economics and Business Administration
Arvostelu: 1 - 5, pass, fail
Opettajat: Vesa Puhakka
Opintokohteen kielet: English
Leikkaavuudet:
ay721519P Strategic Management (OPEN UNI) 5.0 op

Ei opintojaksokuvauksia.

721535A: Competence and Knowledge Management, 5 op

Voimassaolo: - 31.07.2010
Opiskelumuoto: Intermediate Studies
Laji: Course
Vastuuysikkö: Faculty of Economics and Business Administration
Arvostelu: 1 - 5, pass, fail
Opettajat: Ruopsa, 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:

Assessment methods and criteria:
Literature examination

Person responsible:
Researcher Jukka Ruopsa

721551S: Current Issues in Management Organization, 6 op

Opiskelumuoto: Advanced Studies
Laji: Course
Vastuuysikkö: 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:

721534A: Diversity Management, 5 op

Voimassaolo: - 31.07.2010
Opiskelumuoto: Intermediate Studies
Laji: Course
Vastuuysikkö: 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:

Assessment methods and criteria:
Literature examination and practice work

Person responsible:
Assistant in Management and Organization Maarit Heikkinen

721558S: Entrepreneurship Theory, 6 op

Voimassaolo: 01.08.2007 -
Opiskelumuoto: Advanced Studies
Laji: Course
Vastuuysikkö: Faculty of Economics and Business Administration
Arvostelu: 1 - 5, pass, fail
Opintokohteen kielet: English

Ei opintojaksokuvauksia.

721241A: Field Project, 5 op

Opiskelumuoto: Intermediate Studies
Laji: Practical training
Vastuuysikkö: 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
Vastuuysikkö: Faculty of Economics and Business Administration
Arvostelu: 1 - 5, pass, fail
Opintokohteen kielet: English

ECTS Credits:
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
**Vastuuysikkö:** Faculty of Economics and Business Administration
**Arvostelu:** 1 - 5, pass, fail
**Opettajat:** Dirk Bunzel
**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:**
Language of instruction: Finnish

**Assessment methods and criteria:**
Literature examination

**Person responsible:**
Juhani Kauhanen, M.Sc (econ.)

### 721614A: Labour Law, 7 op

**Opiskelumuoto:** Intermediate Studies
**Laji:** Course
**Vastuuysikkö:** Faculty of Economics and Business Administration
**Arvostelu:** 1 - 5, pass, fail
**Opintokohteen kielet:** Finnish

**Leikkaavuudet:**
- ay724612P  Labour law (OPEN UNI)  5.0 op
ay72114A 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

Vastuuysikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail

Opettajat: Ruopsa, Jukka Kullervo

Opintokohteen kielet: English

Leikkaavuudet:
ay721518P Leadership and Change (OPEN UNI) 5.0 op

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:

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

Vastuuysikkö: Faculty of Economics and Business Administration

Arvostelu: 1 - 5, pass, fail
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


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

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

Opiskelumuoto: Advanced Studies
Laji: Diploma thesis
Vastuuysikkö: 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
Vastuuysikkö: 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:**

**Assessment methods and criteria:**
Literature examination, assignment

**Person responsible:**
Tuomo Peltonen, D.Sc.(Econ.&Bus.Adm.), Professor

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**721515A: Organizational Development, 5 op**

**Voimassaolo:** 31.07.2010

**Opiskelumuoto:** Intermediate Studies

**Laji:** Course

**Vastuuysikkö:** 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:**

**Language of instruction:** Finnish

**Assessment methods and criteria:**
Literature examination and practice work

**Person responsible:**
Researcher Jaana T. Kuusipalo

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**721511P: Principles of Management, 5 op**

**Opiskelumuoto:** Basic Studies

**Laji:** Course

**Vastuuysikkö:** 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, leaning 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: Yrittäjyyys ja johtaminen. Laukkanen, Vanhala, Koskinen: Liiketoiminta ja johtaminen. KY-
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
Vastuuysikkö: 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:
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
Vastuuysikkö: 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

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

**Opiskelumuoto:** Advanced Studies

**Laji:** Course

**Vastuuysikkö:** 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

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**721553S: Strategic Human Resource Management, 6 op**

**Voimassaolo:** - 31.07.2010

**Opiskelumuoto:** Advanced Studies

**Laji:** Course

**Vastuuysikkö:** 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 and ethics.

**Recommended or required reading:**

**Assessment methods and criteria:**
Literature examination

**Person responsible:**
**721557S: Strategy and Management, 6 op**

Voimassaolo: - 31.07.2010  
Opiskelumuoto: Advanced Studies  
Laji: Course  
Vastuuysikkö: 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:  
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  
Vastuuysikkö: 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:  
Assessment methods and criteria:  
Literature examination.  
Person responsible:  
Assistant Professor of Management Tuija Lämsä.