

## 27514 - Organization and Management

### Syllabus Information

**Academic Year:** 2020/21

**Subject:** 27514 - Organization and Management

**Faculty / School:** 109 - Facultad de Economía y Empresa

**Degree:** 449 - Degree in Finance and Accounting

**ECTS:** 6.0

**Year:** 2

**Semester:** First semester

**Subject Type:** Compulsory

**Module:** ---

### 1.General information

#### 1.1.Aims of the course

#### 1.2.Context and importance of this course in the degree

#### 1.3.Recommendations to take this course

### 2.Learning goals

#### 2.1.Competences

#### 2.2.Learning goals

#### 2.3.Importance of learning goals

### 3.Assessment (1st and 2nd call)

#### 3.1.Assessment tasks (description of tasks, marking system and assessment criteria)

### 4.Methodology, learning tasks, syllabus and resources

#### 4.1.Methodological overview

The learning process that is designed for this subject is based on the use of different teaching methods. For the development of the lectures it will be done primarily using didactic forms exhibition by the teacher, although the autonomous work of the student will also be encouraged from the recommendations and basic orientation of the teacher. In the development of practice sessions using teaching methods seeking greater involvement and student participation in the teaching-learning process is encouraged. In any case we will try to encourage interaction both between teacher and student and among students themselves.

As support for the coordination of the different groups subject ADD, which will be created the virtual course "ORGANIZATION AND INTERNAL MANAGEMENT" will be used. Through this tool basic working materials as the course syllabus, the teaching guide, the statements of the practical and theoretical and practical exercises requested by the teacher they will provide information will also be offered on key activities and dates in the course development and contact details and hours of tutoring from teachers who teach the subject.

#### 4.2.Learning tasks

The course includes the following learning tasks:

- Lectures. It will primarily use lecture to present the theoretical contents of the subject.
- Practice sessions. It can implement the knowledge acquired in the theoretical classes and demonstrate the ability to work in group and interpersonal communication skills. The development of practical classes will be based on the use of the case method and solving exercises. However, you can also use other teaching methods such as analysis

and discussion of readings in class. For the development of these classes, the group splits, facilitating better monitoring of the learning process of students and increased their participation in class.

- Tutoring in small groups (practices P6 type), on the dates, times and classrooms established for this purpose: they will be dedicated to facilitate the resolution of practical or theoretical and practical exercises proposed by the teacher, trying to encourage interaction between student and teacher.
- Individual or in small groups, in the teacher's office, trying to offer a more direct and personalized support to students to resolve doubts about the theoretical and practical contents of the subject, or to guide them in the study tutorials.

The teaching delivery methodology is expected to pivot around face-to-face classes. However, if necessary for health reasons, face-to-face classes may be taught online.

### 4.3.Syllabus

The course will address the following topics:

#### **Section I: Organizations and the Organizational Problem: Conceptual Approach**

##### **Topic 1. - THE ORGANIZATION OF THE ECONOMIC SYSTEM: MARKET AND COMPANY**

The organization of the economic system

Transactions and contracts: The Theory of Transaction Costs

The nature of the resources and the information situation (ideal conditions and real conditions)

##### **Topic 2. - ORGANIZATION, PROBLEMS OF DECISION AND THE ORGANIZATIONAL PROBLEM**

Concept and elements of the organization

Individuals and decision problems

The organization and the organizational problem

#### **Section II: The Conduct of Individuals in Organizations**

##### **Topic 3. - THE PROBLEMS OF DECISION WITHIN THE ORGANIZATIONS**

The concept of economic rationality

Attitudes and behavior against risk

Social behavior

#### **Section III: Contexts of Organizational Design**

##### **Topic 4. - THE COORDINATION PROBLEM IN THE ORGANIZATIONAL TEAM CONTEXT**

Characterization of the organizational Team context

Definition of the coordination problem

Organizational design through information and communication flows

Organizational design through structuring activities

##### **Topic 5. - THE PROBLEM OF MOTIVATION IN THE ORGANIZATIONAL COALITION CONTEXT**

Characterization of the organizational Coalition context

Definition of motivation or incentive problem

Organizational design to solve the problem of Coalition

##### **Topic 6. - THE AGENCY RELATIONSHIP**

Definition of the agency relationship

The problem of achieving efficient effort

The problem of efficient risk allocation

The problem of agency itself

### 4.4.Course planning and calendar

Further information concerning the timetable, classroom, office hours, assessment dates and other details regarding this course, will be provided on the first day of class or please refer to the Faculty of Economics and Business website (<https://econz.unizar.es/>)

The schedule of sessions will be made public on the website of the center and Moodle. Applications for volunteer work or other activities shall be communicated by the professor through appropriate means.

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<b>5.4. Planning and scheduling</b>	<b>Distribution</b>	<b>Credits</b>
<b>CLASSROOM ACTIVITIES<sup>1</sup></b>		<b>2,4</b>
Lectures	2-hour sessions per week (30 hours)	1,2
2-hour sessions per week (30 hours)	2-hour sessions per week (30 hours) (in groups splitted)	1,2
<b>OTHER ACTIVITIES (CLASSROOM OR NOT)</b>		<b>3,6</b>
Assistance group tutorials	2 activities 2 presential hours	0,16
Final exam	1 exam 2.5 hours	0,1
Personal work includes test preparation	83.5 hours	3.34

<sup>1</sup> If sanitary situation requires it, they will be carried out total or partially online.

The calculations were performed considering 15 weeks

#### **4.5. Bibliography and recommended resources**