

Academic Year/course: 2021/22

## 61770 - Organizational flexibility management

### Syllabus Information

**Academic Year:** 2021/22

**Subject:** 61770 - Gestión flexible de las organizaciones

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

**Degree:** 555 - Master's in Management, Strategy and Marketing

**ECTS:** 3.0

**Year:** 1

**Semester:** Second semester

**Subject Type:** Optional

**Module:**

### 1. General information

### 2. Learning goals

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

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

#### 4.1. Methodological overview

The learning process is based on developing the following areas:

Knowledge of the dimensions of flexibility in organizations; measurement and analysis of impact on organizational performance; and the design and implementation of flexible practices in work organization.

#### 4.2. Learning tasks

The program offered to help students achieve the expected results includes the following activities:

- Face-to-face class and content discussion (30 hours)
- Seminars, tutorials and personal work of the student (45 hours)

These activities are developed throughout the course in order to help the student achieve the learning results. It includes the following:

##### *Lectures*

Theoretical lectures will provide students with the necessary knowledge and understanding of the importance of the different dimensions of organizational flexibility. Ongoing activities involving students during the sessions will be established at the beginning of each class. It is detailed in section 4.4.

##### *Analysis of literature related*

By accessing the ADD, the student will be able to review related literature in order to study beforehand the different sessions. Students will analyze and discuss the content of these papers in relation to the different dimensions of flexibility. It is detailed in section 4.4.

##### *Development of a project*

Each student will develop a research project or proposal related to any of the subjects under study, by using any of the methodologies explained in the classroom. This project will be presented by the student before his peers who may subsequently discuss it and contribute ideas to improve it. It is detailed in section 4.4.

**Note:** It is expected that classes will take place at the Faculty (offline). However, classes would take place semi-on-site or

online if it were necessary due to safety reasons.

### **4.3. Syllabus**

1. Flexibility in organizations
2. Flexible Work organization and flexibility of human resources
3. Flexibility and information and communication technologies (ITCs)
4. Telework in organizations
5. Organizational flexibility: work-family conflict and work-family balance
6. Leadership in flexible organizations

### **4.4. Course planning and calendar**

The workload assigned to the course is 3 ECTS credits (approximately 75 hours of student involvement), distributed as follows:

- Course presentation and progress: 2 hours.
- Master classes: 10 hours. The faculty will present, with a seminar format in which the participation and debate of the students will be encouraged, the content of each topic.
- Resolution of exercises and / or cases: 4 hours.
- Summaries of readings, presentation and defense of recommended readings: 10 hours. Students will work on the recommended material, at times other than the established class times, for their presentation and subsequent debate.
- Carrying out work and presentation of research proposals and group discussion of the proposals presented: 4 hours.
- Time of work hours and effective individual study (self-study) and global test on the dates established by the center: 45 hours

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

[http://biblos.unizar.es/br/br\\_citas.php?codigo=61770&year=2021](http://biblos.unizar.es/br/br_citas.php?codigo=61770&year=2021)