

30612 - Internal Organisation and Management

Syllabus Information

Academic year: 2023/24

Subject: 30612 - Internal Organisation and Management

Faculty / School: 109 - Facultad de Economía y Empresa

Degree: 432 - Joint Law - Business Administration and Management Programme

ECTS: 6.0

Year: 3

Semester: First semester

Subject type: Compulsory

Module:

1. General information

The main goal of this course is for the student to know and understand, on the one hand, the economic nature and the *raison d'être* of the intermediate organisation known as a company and, on the other hand, the basic aspects of the organisational design problem (coordination and motivation problems) that limit its efficiency, as well as the main solutions proposed.

These approaches and goals are aligned with the Sustainable Development Goals (SDGs) of the United Nations Agenda 2030 (<https://www.un.org/sustainabledevelopment/es/>), specifically, the activities planned in the subject will contribute to the achievement of the goals: Goal 4: Quality Education; Goal 8: Decent work and economic growth; Goal 9: Industry, innovation and infrastructure.

2. Learning results

The student, in order to pass this subject, must demonstrate the following results...

1. Is able to explain the meaning and *raison d'être* of the company in the economic system.
2. Is able to explain the difference between a decision problem and an organizational problem.
3. Be able to describe the key elements that economic agents consider in their decision making processes and to predict the choice, from a set of alternatives, of different types of economic agents
4. Know how to define the concept of economic transaction and is able to identify different types of transactions according to their organizational complexity.
5. Lists the mechanisms available to regulate transactions and is able to identify which are the most appropriate for each type of transaction.
6. Identifies and is able to explain the basic organizational problems that arise within organizations: coordination problem and incentive problem.
7. Is capable of proposing different mechanisms for the resolution of basic organizational problems that arise within organizations.

3. Syllabus

The program of the subject consists of five topics structured in two parts:

Part I: Individuals and Organizations: Decision Problems and Organizational Problem

Unit 1 - ROLE OF THE ENTERPRISE IN THE ORGANIZATION OF THE ECONOMIC SYSTEM

Unit 2 - Individuals' Decision Problems Within Organizations

Part II: Coordination and Motivation Problems in different Organizational Design Contexts

Unit 3 - THE COORDINATION PROBLEM IN THE TEAM ORGANIZATIONAL CONTEXT

Unit 4.- THE MOTIVATION PROBLEM IN THE COALITION ORGANIZATIONAL CONTEXT

Unit 5.- THE MOTIVATION PROBLEM IN THE AGENCY ORGANIZATIONAL CONTEXT

4. Academic activities

The training activities of the subject include theoretical classes, based fundamentally on the master class; practical classes, based on the resolution of assumptions, exercises and practical cases; and individual or small group tutorials, in which support is offered in a more personalised way.

Master classes: 30 hours

Practical classes: 30 hours

Personal Study: 86 hours

Assessment tests. 4h

6 ECTS = 150 hours

In principle, the teaching methodology and its evaluation is planned to be based on face-to-face classes . However, if circumstances so require, they may be carried out online.

5. Assessment system

The subject will be evaluated by continuous assessment or by global assessment during the first call and by global assessment during the second call.

Continuous assessment:

It will include two theoretical-practical test. The first exam will assess the learning of part I of the program (units 1 and 2), with a score of up to a maximum of 5 points; the second exam will assess the learning of part II of the program (units 3 to 5), with a score of up to a maximum of 5 points. The structure of the examinations will devote approximately 50% of the maximum marks to the resolution of one or more practical exercises; approximately 25% of the marks to the commentary of one or more theoretical-practical statements whose veracity must be reasoned; and approximately 25% of the marks to the development of one or more theoretical questions.

The two tests are expected to be written and face-to-face, although, if circumstances so require, they may be taken semi-face or online circumstances require it, they could be carried out in a blended or online format.

Global Evaluation:

It will consist, both in the first and second call, of a theoretical-practical exam, which will consist of two parts corresponding to Parts I (Topics 1 and 2) and II (Topics 3 to 5) of the program, each of which will be valued with a maximum score of 5 points, . Students may take this global assessment test and answer one or to both parts of the exam. The structure of each part of the test will be similar to that of the continuous assessment test.

Assessment Criteria:

Those students who obtain at least a score of 5 points as a result of the sum of the scores obtained in parts I and II of the program will pass the subject. To this effect, and in the event that the student has taken a part (part I or part II of the program) both the continuous evaluation exam and the corresponding part in the global evaluation exam of the first and/or second call, the highest corresponding score among the available will be chosen. The total score obtained, up to a maximum of 10 points, will take into account the relevance, accuracy and completeness of the answers and contents presented by the students in the exams, being necessary the adequate writing and presentation of the same.