

61770 - Organizational flexibility management

Syllabus Information

Academic year: 2023/24

Subject: 61770 - Organizational flexibility management

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

The objective of this subject is to offer a research vision on the new forms of flexible work using ICT's (telework), digitalization and robotization. It is all aimed at achieving the organizational flexibility necessary for companies to compete in their environment. It also studies human resource management practices and new forms of leadership related to this flexibility.

These approaches and objectives are aligned with the Sustainable Development Goals (SDGs) of the United Nations Agenda 2030 (<https://www.un.org/sustainabledevelopment/es/>) and certain specific targets, so that the acquisition of the learning results of the subject provides training and competence to the student to contribute to some extent to the achievement of Objectives 8.2 and 8.3, of Goal 8.

2. Learning results

Knowledge about flexible structures in organizations, especially those related to human resources, the link with technology and the development of the work activity.

3. Syllabus

1. Flexibility in organizations
2. Digitalization and robotization at work: challenges and opportunities.
3. Flexible work organization and human resources flexibility
4. Technology governance and management: digital rights
5. Leadership in flexible organizations
6. Flexibility and information and communication technologies (ICT)
7. Teleworking in organizations: personal-work reconciliation

4. Academic activities

Master classes: 15 hours

Theoretical-practical sessions in which the contents of the subject will be explained.

Problem solving and case studies: 15 hours

Different cases will be analysed and discussed. In addition, a research project will be proposed and implemented using computer tools.

Personal study: 40 hours

Assessment tests: 5 hours

5. Assessment system

Students can choose two methods:

1. Continuous assessment

Students who so wish, may be assessed by continuous assessment, performing the following activities:

- Participation in the sessions of presentation of theoretical contents and empirical works, exposing their points of view and defending their approaches in a coherent way (10% of the total grade).
- Presentation and discussion of assignments. Students will work on the recommended material for its presentation and subsequent discussion (30% of the total grade) outside the scheduled class time.
- Proposal of a research project and application of the same using a specific analysis software (10% of the final grade).

- Proposal of a research work on one of the topics covered in the different sessions, including a review of the literature and some study proposals about it. Students can choose between a scientific paper of about 10 pages or a poster (60% of the total grade).

2. Global assessment

Any student who has not been able to attend classes or has not followed the continuous assessment must take a final exam of the subject according to the syllabus (100% of the total grade).