

61770 - Organizational flexibility management

Syllabus Information

Academic year: 2024/25

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 course is to present a research perspective on digitalisation, robotization and new forms of flexible work using ICTs (teleworking). All of this is aimed at achieving the organisational flexibility necessary for companies to compete in their environment, and for employees to be able to reconcile their work life with their personal and family life. In this context, it is crucial to analyse both change management and conflict resolution as essential components of people management. Furthermore, the course will examine human resource practices and new forms of leadership related to organisational flexibility.

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:

- Active participation in the sessions of lectures and problem solving and case studies, articulating their perspectives and defending their approaches in a coherent manner (10% of the total grade).
- Presentation and discussion of assigned work. Students will be required to work on the recommended material, in hours other than the established class hours, for its presentation and subsequent discussion (20% of the total grade).
- Approach to a research project and its application through the use of a specific analysis computer program (10% of the final grade).
- Research project. Students may select between a scientific article of approximately 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).

6. Sustainable Development Goals

3 - Good Health & Well-Being

4 - Quality Education

8 - Decent Work and Economic Growth