

## 27314 - Organization and Management

### Syllabus Information

**Academic year:** 2023/24

**Subject:** 27314 - Organization and Management

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

228 - Facultad de Empresa y Gestión Pública

301 - Facultad de Ciencias Sociales y Humanas

**Degree:** 448 - Degree in Business Administration and Management

454 - Degree in Business Administration and Management

458 - Degree in Business Administration and Management

**ECTS:** 6.0

**Year:** 2

**Semester:** First semester

**Subject type:** Compulsory

**Module:**

### 1. General information

The main objective of this course is for the student to know and understand, on the one hand, the economic nature and *raison d'être* of the intermediate organization called firms and, on the other hand, the basic aspects of the organizational design problem (coordination and motivation problems), that limit the efficiency of the firm, as well as the main solutions proposed.

These approaches and objectives 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 course will contribute to the achievement of the following goals: Goal 4: Quality education; Goal 8: Decent work and economic growth; Goal 9: Industry, innovation and infrastructure.

### 2. Learning results

In order to pass this course, the student must demonstrate the following results...

1. Is able to explain the meaning and *raison d'être* of the firm in the economic system.
2. Is able to explain the difference between a decision problem and an organizational problem.
3. Is 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. Knows 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 incentives or motivation problem.
7. Is able to propose different mechanisms for the resolution of the basic organizational problems that arise within organizations.

### 3. Syllabus

The course syllabus consists of five Chapters structured in two parts:

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

Chapter 1.- THE ROLE OF THE FIRM IN THE ORGANIZATION OF THE ECONOMIC SYSTEM

Chapter 2.- INDIVIDUAL DECISION PROBLEMS WITHIN ORGANIZATIONS

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

Chapter 3.- COORDINATION PROBLEM IN THE TEAMS

Chapter 4.- MOTIVATION PROBLEM IN COALITIONS

Chapter 5.- MOTIVATION PROBLEM IN AGENCY

### 4. Academic activities

The training activities of the course include theoretical classes, based mainly on lectures; 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 personalized way.

Lectures: 30 hours

Practical classes: 30 hours

Personal Study: 86 hours

Exams: 4h

6 ECTS = 150 hours

Initially, the teaching methodology and its assessment is expected to be based on face-to-face classes. However, if it is required, they may be carried out online.

### 5. Assessment system

The course will be evaluated by continuous evaluation or by global evaluation in the first call and by global evaluation during the second call.

Continuous evaluation:

It will include two theoretical-practical exams. The first exam will evaluate the learning of Part I of the program (Chapters 1 and 2), with a score of up to a maximum of 5 points; the second exam will evaluate the learning of Part II of the program (Chapters 3 to 5), with a score of up to a maximum of 5 points. The structure of the exams will devote approximately 50% of the maximum score to the resolution of one or more practical exercises; approximately 25% of the score to the commentary of one or more statements of a theoretical-practical nature whose veracity must be justified; and approximately 25% of the score to the development of one or more theoretical questions. The two exams are expected to be in writing and in person, although, if it is required, they may be carried out online.

Global Evaluation:

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

Evaluation Criteria:

Those students who obtain at least a score of 5 points as a result of adding the scores obtained in parts I and II of the program will pass the course. To this effect, and in the event that the student has taken 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 those 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.