

## 27514 - Organization and Management

### Información del Plan Docente

<b>Academic Year</b>	2016/17
<b>Academic center</b>	109 - Facultad de Economía y Empresa
<b>Degree</b>	449 - Degree in Finance and Accounting
<b>ECTS</b>	6.0
<b>Course</b>	2
<b>Period</b>	First semester
<b>Subject Type</b>	Compulsory
<b>Module</b>	---

### **1.Basic info**

#### **1.1.Recommendations to take this course**

#### **1.2.Activities and key dates for the course**

### **2.Initiation**

#### **2.1.Learning outcomes that define the subject**

#### **2.2.Introduction**

### **3.Context and competences**

#### **3.1.Goals**

#### **3.2.Context and meaning of the subject in the degree**

#### **3.3.Competences**

#### **3.4.Importance of learning outcomes**

### **4.Evaluation**

### **5.Activities and resources**

#### **5.1.General methodological presentation**

The learning process that is designed for this subject is based on the use of different teaching methods. For the development of the theoretical classes it will be done primarily using didactic forms exhibition by the teacher, although the autonomous work of the student will also be encouraged from the recommendations and basic orientation of the teacher. In the development of practical classes using teaching methods seeking greater involvement and student participation in the teaching-learning process is encouraged. In any case we will try to encourage interaction both between teacher and student and among students themselves.

As support for the coordination of the different groups subject ADD, which will be created the virtual course

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"ORGANIZATION AND INTERNAL MANAGEMENT" will be used. Through this tool basic working materials as the course syllabus, the teaching guide, the statements of the practical and theoretical and practical exercises requested by the teacher ... they will provide information will also be offered on key activities and dates in the course development and contact details and hours of tutoring from teachers who teach the subject.

### 5.2.Learning activities

- Theory classes: will primarily use lecture to present the theoretical contents of the subject.
- Practical classes: can implement the knowledge acquired in the theoretical classes and demonstrate the ability to work in group and interpersonal communication skills. The development of practical classes will be based on the use of the case method and solving exercises. However, you can also use other teaching methods such as analysis and discussion of readings in class. For the development of these classes, the group splits, facilitating better monitoring of the learning process of students and increased their participation in class.
- Tutoring in small groups (practices P6 type), on the dates, times and classrooms established for this purpose: they will be dedicated to facilitate the resolution of practical or theoretical and practical exercises proposed by the teacher, trying to encourage interaction between student and teacher.
- Exercises MultiEval and social networks during the course will be conducted four tests Multieval with a value of 0.5 points each, ie 2 points in total. Two of these practices may be replaced by temporary management of social networks: the teacher will select these managers for their expertise if applications exceed those needs.
- Individual or in small groups, in the teacher's office, trying to offer a more direct and personalized support to students to resolve doubts about the theoretical and practical contents of the subject, or to guide them in the study tutorials.

### 5.3.Program

#### *Part 1. Introduction and basic concept*

Lesson 1: DECISION AND ORGANIZATION: AN INTRODUCTION - Decision-making;- Organization;- Organization problems

Lesson 2: MOTIVATION AND HUMAN BEHAVIOR -The meaning and scope of rationality in Economics -Rationality and decision making under uncertainty -Social behavior

#### *Part 2. The contractual approach to the study of Organization*

Lesson 3: ECONOMIC ANALYSIS OF PRODUCTION AND EXCHANGE - Division of labor and gains from exchange;-Transactions and contracts;- Market failures (moral hazard, adverse selection, hold up) and organizational solutions.

#### *Part 3. Contexts and tools of organizational design*

Lesson 4. COORDINATION IN TEAMS

-Introduction to organization design;-Understanding the coordination problem;-Solving the coordination problem by the design of information systems

Lesson 5. INCENTIVES IN COALITIONS -Motivation problems in self managed groups -Non-hierarchical solutions to the motivation problem -Hierarchy as alternative to self-management

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Lesson 6. THE AGENCY RELATIONSHIP&#8232;-Description and elements of the agency relationship&#8232;-The contractual problem of implementing the optimal effort of the agent -The contractual problem of efficient allocation of risk (syndicate)&#8232;-The contractual problem of balancing optimal effort and optimal risk sharing

### 5.4.Planning and scheduling

The schedule of sessions will be made public on the website of the center and the Digital Teaching Ring (ADD). Applications for volunteer work or other activities shall be communicated by the professor through appropriate means.

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<b>CLASSROOM ACTIVITIES</b>		<b>2,4</b>
Theoretical classes	2-hour sessions per week (30 hours)	1,2
2-hour sessions per week (30 hours)	2-hour sessions per week (30 hours) (in groups splitted)	1,2
<b>OTHER ACTIVITIES (CLASSROOM OR NOT)</b>		<b>3,6</b>
Assistance group tutorials	2 activities 2 presential hours	0.16
Final exam	1 exam 2.5 hours	0,1
Personal work includes test preparation	83.5 hours	3.34

The calculations were performed considering 15 weeks

### 5.5.Bibliography and recomended resources

Updated bibliography is available through the website of the library: <http://psfunizar7.unizar.es/br13/eBuscar.php?tipo=a>

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