

## 61770 - Organizational flexibility management

### Información del Plan Docente

Academic Year	2018/19
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

#### 1.1.Aims of the course

#### 1.2.Context and importance of this course in the degree

#### 1.3.Recommendations to take this course

### 2.Learning goals

#### 2.1.Competences

#### 2.2.Learning goals

#### 2.3.Importance of learning goals

### 3.Assessment (1st and 2nd call)

#### 3.1.Assessment tasks (description of tasks, marking system and assessment criteria)

### 4.Methodology, learning tasks, syllabus and resources

#### 4.1.Methodological overview

The learning process is based on developing the following areas:

Knowledge of the dimensions of flexibility in organizations; measurement and analysis of impact on organizational performance; and the design and implementation of flexible practices in work organization.

#### 4.2.Learning tasks

The program offered to help students achieve the expected results includes the following activities:

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### *Lectures*

Theoretical lectures will provide students with the necessary knowledge and understanding of the importance of the different dimensions of organizational flexibility. Ongoing activities involving students during the sessions will be established at the beginning of each class.

### *Analysis of literature related*

By accessing the ADD, the student will be able to review related literature in order to study beforehand the different sessions. Students will analyze and discuss the content of these papers in relation to the different dimensions of flexibility.

### *Development of a project*

Each student will develop a research project or proposal related to any of the subjects under study, by using any of the methodologies explained in the classroom.

This project will be presented in the classroom by the student before his peers who may subsequently discuss it and contribute ideas to improve it.

## **4.3.Syllabus**

1. Flexibility in organizations
2. Flexible Work organization and flexibility of human resources
3. Flexibility and information technologies
4. Telework in organizations
5. Organizational flexibility: work-family conflict and work-family balance
6. Leadership in flexible organizations and U Theory

## **4.4.Course planning and calendar**

The workload assigned to the course is 3 ECTS credits (approximately 75 hours of student involvement), distributed as follows:

\* Presentation of the course and its progress (2 hours).

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- \* Lectures: 10 hours. Workshop format where students' participation and debate are encouraged to analyze the content of each subject.
- \* Presentation and discussion of assignments: 12 hours. Students will work outside the established class schedule, for exhibition and debate of material.
- \* Practice with computer in laboratory (2 hours).
- \* Presentation of research proposals and group discussion (4 hours).
- \* Time effective working hours and individual study (45 hours).

### **4.5.Bibliography and recommended resources**