

Title and Code of Course: **Management, Leadership, Organization Theories & Practice**

Instructor's Name: Dr. Alpár Vera Noémi PhD

Instructor's Email Address: alpar.vera.noemi@kre.hu

Credit Point Value: 6	Number of Lessons per Week: 2	Type of Course: Seminar X Lecture	Method of Evaluation: Examination In-Class Group Presentation X Other Learning, analyzing, reading articles and writing essays. Individual and groupwork
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Course Description:

Providing an overview of central organization theories discussing their relevance both in scientific and practical terms.

The field of organization studies is characterized by a plurality of different theories which offer different approaches to studying the life in and around organizations.

Paying particular attention to innovation and differential organizational outcomes, and the role (and limits) of agency within the firm and in institutional contexts.

Discussing organization and management theory in the context of today's society. In particular, we will explore the impact of sharply decreased communication and information processing costs on organizations and industries.

Critical assessment of organizational phenomena can benefit from going beyond merely economic approaches and acknowledging also the wide range of relevant sociological, socio-psychological and other paradigms. In this vein, this lecture will present and discuss the diversity of perspectives for studying organizations:

The historical development of different paradigms will be reflected, the different theoretical approaches will be presented, and their practical relevance will be discussed.

The different theories will be illustrated with empirical examples.

Of particular interest is the comparison between Eastern European countries and other areas.

A special emphasis will be given to the impact of Reformed ethics on the leadership and methodology of management.

Bibliography:

- Hofstede, Geert – Hofstede, Gert Jan – Minkov, Michael (2010): Cultures and Organization, McGraw Hill
- Linstead, Stephen (2009): Management and organization: a critical text. Palgrave Macmillan
- Miles, Jeffrey Allen (2012): Management and organization theory: a Jossey-Bass reader. JosseyBass
- Mintzberg, Henry (2011): Managing. Berrett-Koehler Publishers
- Jesper Blomberg (2014): Organization Theory Management & Leadership Analysis, SAGE, https://us.sagepub.com/sites/default/files/upm-assets/114049_book_item_114049.pdf