

DESCRIPTION AND SYLLABUS

Name of the subject in Hungarian:	Management and Organization Theories
Name of the subject in English:	Management and Organization Theories
Credit value of the subject:	6
The code of the subject in the electronic study system:	MN-MNOTHK-06-KG
Classification of the subject:	Obligatory
Language of instruction (in case of non-Hungarian courses):	English
Institute or department responsible for the subject:	Institute of Management
Course type and number of contact hours:	Lecture + Practical, class per week: 2+2, class per semester: 0+0
Mode of study: (Full-time / Part-time):	Full-time training
The semester in which the subject is open for registration:	2022/2023 1st semester
Prerequisite(s):	-

THE PURPOSE OF THE SUBJECT, LEARNING OUTCOMES:

The learning outcomes of this lecture are useful for the ability to build more effective management.

At the end of the course, you should

1. have an in-depth knowledge of the most relevant organizational theories;
2. be able to distinguish between the ontological, epistemological and methodological assumptions underlying the different theories;
3. be able to discuss the scientific and practical relevance of the different organizational theories.

The subject shows that the critical assessment of organizational phenomena can benefit from going beyond merely economic approaches and acknowledging also the wide range of relevant sociological and socio-psychological 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 exciting models and different, important theories will be illustrated with empirical examples.

SUMMARY OF THE CONTENT OF THE SUBJECT

This course will provide an overview of leadership, management and 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.

During these classes, the goal is to get an overview of the topic of our study: management tactics, and organizations. What are they and what are some of the major theories that have been proposed to understand them? How do these theories reflect on current research?

STUDENT'S TASKS AND PLANNED LEARNING ACTIVITIES:

- Analyzing readings
- Individual tasks and
- team-work and
- finally presenting the results.

Learning

EVALUATION OF THE SUBJECT:

Students are collecting points (gamification) and also they will get either verbal or written feedback.

Offered grade can be given: Yes.

OBLIGATORY READING LIST:

- Durkheim, Emil: *A társadalmi munkamegosztásról*. Osiris K., 2001
- Hofstede, Geert: *Culture's consequences : comparing values, behaviors, institutions, and organizations across nations*. Sage Publications, 2001
- Mintzberg, Henry: *A menedzsment művészete*. Alinea, [2010]
- Raines, Susan: *Conflict management for managers : resolving workplace, client, and policy disputes*. Jossey-Bass, 2013

RECOMMENDED READING LIST:

- Armstrong, Sharon,: *The Essential HR handbook : a quick and handy resource for any manager or HR professional*. , 2019,2019
- Trompenaars, Alfons: *Managing people across cultures*. Capstone, 2004