GHENT UNIVERSITY

Course Specifications

Valid as from the academic year 2026-2027

Organization Theory (F000855)

Course size *(nominal values; actual values may depend on programme)*

Credits 4.0 **Study time 120 h**

Course offerings and teaching methods in academic year 2026-2027

A (semester 2)	English	Gent	lecture
			independent work

Lecturers in academic year 2026-2027

Kozusznik, Gosia	EB23	lecturer-in-charge

Offered in the following programmes in 2026-2027	**crdts**	**offering**
Bachelor of Science in Business Economics	4	A
Master of Science in Teaching in Science and Technology(main subject Chemistry)	4	A
Master of Science in Teaching in Social Sciences(main subject Communication Science)	4	A
Master of Science in Chemistry(main subject (Bio)Organic and Polymer Chemistry)	4	A
Master of Science in Chemistry(main subject Analytical and Environmental Chemistry)	4	A
Master of Science in Communication Science(main subject Communication Management)	4	A
Master of Science in Chemistry(main subject Materials and Nano Chemistry)	4	A
Master of Science in Biochemistry and Biotechnology	4	A
Master of Science in Computer Science	4	A
Exchange programme in Economics and Business Administration	4	A
Exchange Programme in Political and Social Sciences	4	A
Linking Course Master of Science in Business Economics	4	A
Preparatory Course Master of Science in Business Economics	4	A
Preparatory Course Master of Science in Business Engineering	4	A

Teaching languages

English

Keywords

organizational theory, organizational behavior, sustainability, I@H

Position of the course

The overall objective of the course 'Organizational theory' is to enhance the understanding of organizations on three levels: organization, group and individual. This course also pays attention to how organizations can achieve sustainable performance by paying attention to well-being-processes and phenomena that take place at these three levels.

Contents

The overall objective of the course 'Organizational Theory' is to enhance the understanding of organizations on three levels: organization, group and individual. The course offers an insight in organizational behavior by offering cases, insights and 'evidence' on three levels: the organization, the group and the individual level. A broad but critical view on organizational theory and organizational behavior and the application in practice is an important goal of this course. Finally, the aim of this course is to examine how to deal with evolving organizations in a constantly changing labor market, while ensuring well-being at work, a pre-requisite for a sustainable organizational performance.

Initial competences

No particular knowledge required but introductory courses on economy, business administration, and work and organizational psychology provide a valuable foundation.

Final competences

1 The student gains insight in 'Organizational theory' and 'Organizational Behavior' as a field of study.
2 The student is able to reflect on organizational problems and events by making use of the knowledge and insights mentioned above.
3 The student is capable of applying theories to specific organisational behavior - cases.
4 Having an understanding in the management of organizations and the developments in the field.

Conditions for credit contract

Access to this course unit via a credit contract is unrestricted: the student takes into consideration the conditions mentioned in 'Starting Competences'

Conditions for exam contract

Access to this course unit via an exam contract is unrestricted

Teaching methods

Seminar, Lecture, Independent work

Extra information on the teaching methods

Theories and approaches will be taught ex cathedra (on campus and online), supported by examples, case studies, videos, and short exercises with tests. These will help students learn to apply the theory and analyze organizational issues. Theory sessions' recordings are available on Ufora. No recordings of the on-campus discussion sessions.

Study material

Type: Handbook

Name: Making organisations Work
Indicative price: € 46
Optional: no
Language : English
Author : Decramer, A., & Kozusznik, G.
ISBN : 978-9-46393-806-8
Oldest Usable Edition : 2023
Online Available : No
Available in the Library : Yes
Available through Student Association : Yes
Usability and Lifetime within the Course Unit : intensive
Usability and Lifetime within the Study Programme : one-time
Usability and Lifetime after the Study Programme : occasionally

Type: Slides

Name: Organization Theory sessions
Indicative price: Free or paid by faculty
Optional: no
Language : English
Available on Ufora : Yes

Type: Audiovisual Material

Name: Knowlegde pills
Indicative price: Free or paid by faculty
Optional: no
Language : English
Available on Ufora : Yes

References

Course content-related study coaching

Students are supported through the online platform by providing the powerpoint presentations and illustrations used during the sessions. Illustrations of exam questions are provided. The professor is always available for questions during the

sessions.

Assessment moments

end-of-term assessment

Examination methods in case of periodic assessment during the first examination period

Written assessment with multiple-choice questions, Written assessment with open-ended questions

Examination methods in case of periodic assessment during the second examination period

Written assessment with multiple-choice questions, Written assessment with open-ended questions

Examination methods in case of permanent assessment

Possibilities of retake in case of permanent assessment

not applicable

Extra information on the examination methods

Written examination to evaluate the knowledge of and critical insight in the curriculum of the course.

Calculation of the examination mark

The calculation of the final score remains the same.