

5.00 credits	30.0 h	Q2
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Teacher(s)	de Nanteuil Matthieu ;
Language :	English
Place of the course	Louvain-la-Neuve
Prerequisites	None
Main themes	This course should allow the students to access to a critical theory of knowledge applied to management and, in a wider sense, to all disciplines that belong to management studies. Such a goal is at the same time theoretical and practical: firstly, it should help students understand how a "management science" has been progressively invented, what are the challenges and limitations of such a project; secondly, it will introduce the participants to the main debates in the epistemological field, mixing fundamental and applied epistemologies; thirdly, it will give them reflexive roots to fulfill their research in management studies.
Learning outcomes	<p><b>At the end of this learning unit, the student is able to :</b></p> <p><b>Having regard to the LO of the programme X, this activity contributes to the development and acquisition of the following LO:</b></p> <ol style="list-style-type: none"> <li>1. Corporate citizenship</li> <li>2. Knowledge and reasoning</li> <li>3. A scientific and systematic approach</li> </ol> <p><b>At the end of this course, the student will be able to</b> access to a critical theory of knowledge applied to management and, in a wider sense, to all disciplines that belong to management studies. Such a critical theory will require a high level of competence, so that the students may</p> <ol style="list-style-type: none"> <li>1. understand how a management science has been invented, what are the challenges and limits of such a project;</li> <li>2. identify the epistemological frames which support the practice of management in contemporary organizations;</li> <li>3. give them the reflexive and critical roots to fulfill their PhD. thesis in management studies.</li> </ol>

<p>Evaluation methods</p>	<p><b>Students' assignments</b> – Complementarily, students will be required to complete the <b>following assignments</b>, in groups:</p> <p><b>1. Oral presentation in Fundamental Epistemology. This presentation will include:</b></p> <ul style="list-style-type: none"> <li>• A detailed presentation of the text;</li> <li>• An analysis of its contribution on two levels:</li> </ul> <ul style="list-style-type: none"> <li>• to the epistemological branch to which this text belongs,</li> <li>• and to the situation of organisations, particularly in the era of the Anthropocene.</li> </ul> <p>Duration – 20 to 30 mn max.</p> <p><b>2. Oral presentation in Applied Epistemology. This presentation will include:</b></p> <ul style="list-style-type: none"> <li>• A detailed presentation of the text;</li> <li>• A clarification of its contribution to a specific field of management;</li> <li>• A critical evaluation of the text, with particular reference to debates in 'fundamental epistemology' and the situation of organisations in the era of Anthropocene.</li> </ul> <p>Duration – 20 to 30 mn max.</p> <p><b>3. Final written document. This document will include:</b></p> <ul style="list-style-type: none"> <li>• A <b>general introduction</b> presenting the main guidelines of the document;</li> <li>• A <b>brief summary</b> followed by an <b>in-depth analysis</b> of two texts: one in 'fundamental epistemology', one in 'applied epistemology' (possibly – but not necessarily – those presented orally);</li> <li>• Each member of the group then presents <b>his/her research project</b>, and focuses on <b>two main issues</b>:             <ul style="list-style-type: none"> <li>• he/she formulates a first draft of the <b>epistemological framework</b> of his/her thesis (either Master thesis or PhD);</li> <li>• he/she indicates the main contributions of the course to <b>his/her personal reflection</b>, regarding both 'fundamental' and 'applied' epistemologies;</li> <li>• he/she explains how his/her thesis endorses <b>critical thought related to the Anthropocene</b>.</li> </ul> </li> <li>• A <b>joint conclusion</b>, where the group will explain the link between the individual contributions and how this link is reflected in each contribution.</li> </ul> <p>The written document will comprise between 25 and 30 pages (Garamond 12, interligne 1.5). It will be posted on Moodle and sent by surface mail to: M. de Nanteuil, LSM/IACS, Place des Doyens, 1 - 1348 LLN – on (<i>to be defined</i>), with an electronic copy to (<i>to be defined</i>).</p> <p>.</p>
<p>Teaching methods</p>	<p><b>Teaching Methods</b> - This course will be an opportunity to initiate a genuine dialog between the teacher and students. It will mix theoretical sessions (by the teacher) and presentations of scientific articles (by the students), thus stimulating collective discussions on main challenges in epistemology applied to management.</p>
<p>Content</p>	<p><b>General perspective</b></p> <p>A course in <i>Epistemology of Management</i> should allow the students to access to a <b>critical theory of knowledge applied to management</b> and, in a wider sense, to all disciplines that belong to management studies.</p> <p>Such a goal is at the same time theoretical and practical: firstly, it should help the students in understanding how a "management science" has been progressively invented, what are the challenges and limitations of such a project; secondly, it will introduce the participants to the main debates in the epistemological field, mixing fundamental and applied epistemologies; thirdly, it will give them reflexive roots to fulfill their PhD. thesis in management studies.</p> <p>After an introductory session devoted to the foundations of epistemology and the emergence of management as a 'science', the course will explore the <b>main branches of fundamental epistemology</b>:</p> <ul style="list-style-type: none"> <li>• positivism and neo-positivism (from Comte to Popper);</li> <li>• systemic analysis, structuralism and post-structuralism (Luhmann, Bourdieu and Foucault);</li> <li>• phenomenology, hermeneutics and conventionalism (Weber, Merleau-Ponty, Schütz, Goffman, Burrell and Morgan);</li> <li>• critical theory, critical realism and pragmatism (Habermas, Bhaskar, Dewey).</li> </ul> <p>The course will then be devoted to the presentation of current work in <b>epistemology applied to management</b>. Drawing on the Critical Management Studies (CMS) movement and taking into account the fact that contemporary organisations are now evolving <b>in the era of the Anthropocene</b>, it will conclude with a discussion of the notion of 'critique' as applied to management.</p>
<p>Inline resources</p>	<p>Everything is on the <b>Moodle site : LSMA2001</b></p>

<p>Bibliography</p>	<p><b>Pedagogical tools</b> – Students will base their oral presentations on <b>2 portfolios</b>:</p> <ul style="list-style-type: none"> <li>• the one in <b>'fundamental epistemology'</b> is divided by main epistemological branches ('Foundations of Epistemology', 'Positivism and Neo-positivism', 'Systems and Structures', 'Phenomenology and Hermeneutics', 'Critical Realism and Pragmatism');</li> <li>• the one in <b>'applied epistemology'</b> is divided by main managerial domains ('Accountability and Finance'; 'Marketing and Consumer Behavior', 'Data Analysis and Information Systems', 'Human Resources Management', 'Organizations', 'General Management').</li> </ul> <p>In addition, <b>3 books</b> are highly recommended:</p> <ul style="list-style-type: none"> <li>• <i>A History of Western Philosophy</i>, by B. Russel (London: Simon&amp;Schuster, 1967 [1945]);</li> <li>• <i>Understanding Management Research</i>, by Phil Johnson and Joanne Duberley (London: Sage, 2000);</li> <li>• <i>Justice in the Workplace. Overcoming Ethical Dilemmas</i>, by Matthieu de Nanteuil (London: Edward Elgar, 2021).</li> </ul> <p>As part of their learning process, students have access to a number of <b>slides on Moodle</b>.</p>
<p>Other infos</p>	<p><b>Learning Outcomes</b> – By the end of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• give a <b>precise definition of</b> epistemology;</li> <li>• understand <b>what is at stake in epistemological analysis</b>, especially when applied to management;</li> <li>• gain an overview of the <b>main authors and trends</b> in epistemology;</li> <li>• build a <b>critical perspective</b> on scientific knowledge by pluralising their analytical framework and being reflexive with all scientific perspectives.</li> </ul> <p>With reference to the LSM's 'Competency Framework' (<a href="https://uclouvain.be/en/faculties/lsm/competency-framework.html">https://uclouvain.be/en/faculties/lsm/competency-framework.html</a>), the skills acquired through this course are as follows:</p> <ul style="list-style-type: none"> <li>• Knowledge and Reasoning</li> <li>• Scientific and Systematic Approach</li> <li>• Teamwork and Leadership</li> <li>• Personal and Professional Development</li> </ul> <p>With reference to the UCLouvain 'Sustainable development and Transition' Wheel, linked to the Transition Plan (<a href="https://uclouvain.be/fr/decouvrir/universite-transition/plan-transition.html">https://uclouvain.be/fr/decouvrir/universite-transition/plan-transition.html</a>), this course will contribute to the development of the following issues:</p> <ul style="list-style-type: none"> <li>• Plurality of Visions</li> <li>• Systemic Analysis</li> <li>• Transdisciplinary Co-creation</li> </ul>
<p>Faculty or entity in charge</p>	<p>CLSM</p>

<b>Programmes containing this learning unit (UE)</b>				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Master [120] in Management	GEST2M	5		