becge1321 2025	Organisational studies

The version you're consulting is not final. This course description may change. The final version will be published on 1st June.

5.00 credits	30.0 h	Q1

Teacher(s)	Dejean Karine ;
Language :	French
Place of the course	Bruxelles Saint-Louis
Prerequisites	*The prerequisite(s) for this Teaching Unit (Unité d'enseignement – UE) for the programmes/courses that offer this Teaching Unit are specified at the end of this sheet.*
Learning outcomes	**At the end of this learning unit, the student is able to :** • master the key concepts of organisational analysis and use the vocabulary specific to this field • identify the various approaches to the organisation and the underlying assumptions and values. • use organisational theories to construct frameworks for analysing how organisations function • use the theories taught to understand the behaviour of individuals and groups within organisations based on case studies • analyse the impact of the way organisations operate on human behaviour • develop critical thinking about organisations
Evaluation methods	The assessment is in two parts. The first relates to work analyzing an organization in subgroups (25 %). The second part consists of a written exam (75%). A bonus point is awarded if the student has completed the three home works. In the event of failure in the first session, bonus points are not transferred to the second session. In the event of unjustified failure to submit one of the two parts of the assesment, the student will receive a final mark of 0A/20 for the course at the first session. All assignments are a personal production. Students are expected to scrupulously respect the rules and the good practices when it comes to citation, referencing, and avoiding (self-)plagiarism. Students are expected to know and understand as to what these rules and practices comprise. Any failure to apply them may lead to an academic and/or disciplinary sanction for plagiarism and/or irregularity, in accordance with the general regulations for studies and examinations. "Reusing" a personal or group assignment carried out within the framework of any other teaching unit requires a great deal of caution. Exceptionally, such an approach may be considered, provided that the student requests explicit permission from the professor or the assistant; justifies this "reuse" in the assignment, which, as a whole, must obviously constitute an original contribution to the first work; and scrupulously applies the rules of citation and referencing to any use of this assignment. Failure to comply with these rules may be considered self-plagiarism and as such constitutes an irregularity. The use of generative AI is accepted as long as it is occasional and limited. The use of AI must be explicitly indicated and referenced. Any part of the work relying, in any way, on generative AI must be clearly identified (for example, by a footnote), specifying which generative AI tool was used, for what purpose, in what way, and to what extent. Failure to do so may constitute an irregularity.
Teaching methods	On an educational level, the course will consist of lectures. It relies on a pedagogy of discovering concepts through studies of cases. Group work consisting of an analysis of an organisation based on interviews is expected.
Content	The course will present the big schools of thought in the area of organisations since the founders (Taylor, Ford, Fayol, Weber, Mayo) until the most recent perspectives (postmodern approaches, freedom-form company, lean management, agile company). It will address a series of central concepts in the theory of organisations: the organisation and its environment, the social structure of organisations, the organisational culture, leadership, power, the decision-making processes, the control processes, and conflicts. The questions of individual, organisational, and group identity will also be addressed. The situations of work will be analysed through the psychodynamic of work's angle. Finally, the processes of change within the organisations will also be studied: - the models of change; - the management of planned change; - the management of resistances to change; the emerging change and the learning organisation.

Bibliography	ANACT, l'entreprise libérée, Synthèse documentaire. Mission Veille et Management. Management de l'Information, septembre 2015
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	Collerette, P. et Schneider, R. (2004). Le pilotage du changement: une approche stratégique et pratique. Presses de l'Université du Québec.
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Faculty or entity in charge	ESPB

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Bachelor in Information and Communication	COMB1BA	5	BESPO1160	🔍
Bachelor in Information and Communication (French-English)	COAB1BA	5	BESPO1160	🔍
Bachelor in Information and Communication (French-Dutch-English)	COTB1BA	5	BESPO1161	🔍
Bachelor in Economics and Management	ECGB1BA	5	BPOLS1110 OR BESPO1162 OR BESPO1163 OR BESPO1160	🔍
Bachelor in Economics and Management (French-English)	ECAB1BA	5	BPOLS1114 OR BESPO1165 OR BESPO1164	🔍
Bachelor in Economics and Management (French-Dutch-English)	ECTB1BA	5	BESPO1165	🔍
Bachelor : Business Engineering	INGB1BA	5	BESPO1160	🔍
Bachelor in Sociology and Anthropology	SOCB1BA	5	BESPO1160	🔍
Bachelor in Sociology and Anthropology (French-English)	SOAB1BA	5	BESPO1160	🔍
Bachelor in Political Sciences	SPOB1BA	5	BESPO1160	🔍
Bachelor in Political Sciences (French-English)	SPAB1BA	5	BESPO1160	🔍