

MNGT-C1010

ORGANIZATION DESIGN

SUMMARY

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13.4.2023



Aalto-yliopisto
Aalto-universitetet
Aalto University



Learning objectives

The course introduces the concepts, tools, and principles of organization design, aligned with the theories of strategic management. The main emphasis will be on understanding how a firm's organization design can be assessed from a multitude of angles and what kind of design choices are available when designing organizations.

Throughout the course we will touch upon the above-mentioned topics by the analysis of the requirements set by the business environments and other boundary conditions. We will investigate underlying principles that drive companies' success.

Contents covered:

6 MODULES:

MODULE 1: Basics of organization design

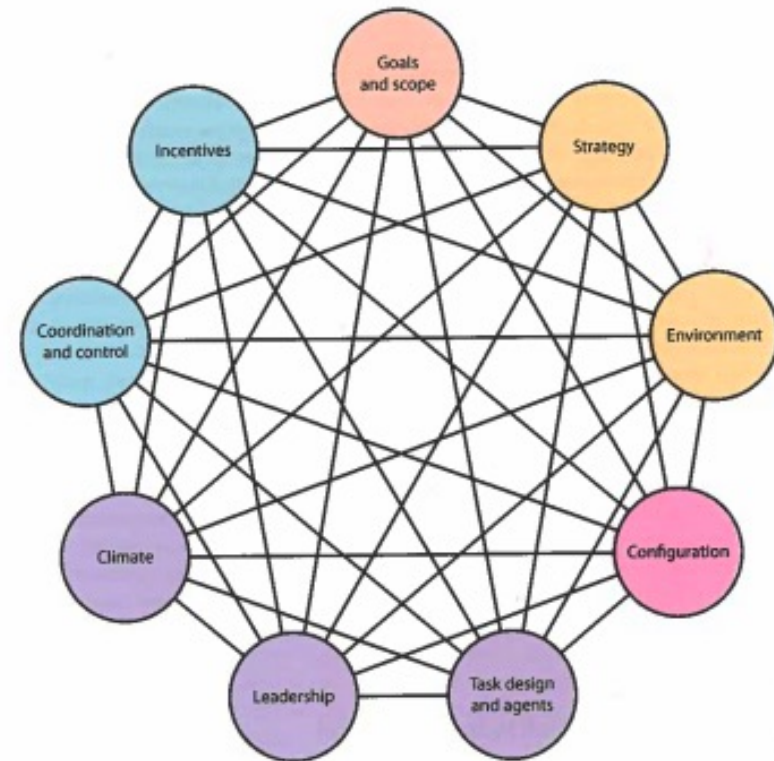
MODULE 2: Strategy and organization design

MODULE 3: People and culture in organization design

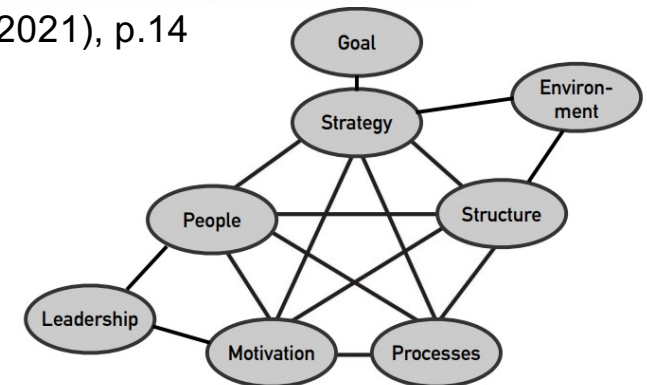
MODULE 4: Historical embeddedness of organization forms

MODULE 5: Initiating and "doing" the change

MODULE 6: New perspectives and overview




Burton et al. (2021), p.14



Galbraith, J. R. (2002).

The common threat



M5: How do you actually design and re-design organizations?

M6: What next?

M4: Why organizations are as they are?

M3: How about people?

M2: How strategy impacts organization design?

M1: What is an organization?

Next week

Guest Lecture: Henri Schildt (Professor, Aalto BIZ)

Mandatory readings:

Schildt, H. (2020). *The data imperative: How digitalization is reshaping management, organizing, and work*. Oxford University Press, USA. - Chapter 7

Direct access:

<https://mycourses.aalto.fi/pluginfile.php/1773902/course/section/220351/Schildt%202020%20Chapter%207.pdf?time=1678087921850>

Workshop- Exam preparation

Exam preparation by going through the weekly exam questions in small groups.

You will also get to vote for the best questions that we will use as basis for exam.

Reminders

- **Open book exam, instructions given during the last session (13.4), we will be meeting the exam office tomorrow**
- **Exam questions re-take DL 13.4 23.59**
- **1p will be given towards the exam if you fill out the course feedback (through the link sent to your email)→ requires more than 8 responses.**
- **Questions?**