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<th>Code</th>
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<td>Strategic Organization Design</td>
<td>SOD</td>
<td>4/5, 6, 7</td>
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<td>(Strategic Organization Design)</td>
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<td>Prof. Dr. Höschl</td>
<td>Tuition type</td>
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<td>Dr. Oliver Neumann</td>
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Learning outcomes

Subject skills

On completing this lecture students will acquire detailed knowledge of all relevant aspects of organization design. Thereby they will get trained to understand the specific interrelationships between strategy and organizational structure. With this students will be capable of assessing the effectiveness of different organizational structures with respect to contributing to achieve the overall strategy of a corporation.

In particular students will gain clear conceptual understanding of elements and concepts of organizational structures (e.g. functional and divisional structures, product and project management) and process organization. Here they will understand advantages and disadvantages in terms of each of these concepts. Furthermore students will acquire well-founded knowledge about business strategies as well as interorganizational structures such as strategic alliances.

Social skills

tbd

Method skills

tbd

Personal skills

tbd

Content

The content of the lecture „Strategic Organization Design“ includes profound theoretical knowledge about organization design with a specific focus on interrelationships between strategy and structure as well as comprehensive practical examples and case studies.

Part 1: Introduction to organizations

- Range of organizations in practice
- Purpose of organizations
- Basic terms
• Structure-Strategy-Fit: effectiveness and efficiency of organizational design

Part 2: Organizational theories

Part 3: Fundamentals of organization design
• Differentiation and integration
• Elements of organizational design
  o Organizational units
  o Coordination (formal and informal)
• Process organization
• Organizational culture

Part 4: Concepts of organization structure
• Primary organization (functional, divisional, matrix structure, holdings)
• Secondary organization (product, customer, project management, strategic business units)

Part 5: Interorganizational relationships
• Collaborative networks (strategic alliances, joint ventures, etc.)
• Virtual organizations
• Hybrid structures

**Literature**

**Required reading**

**Recommended reading**
Teaching and learning methods
Seminar-style tuition

| Type of examination/Requirements for the award of credit points | ? |
| Other information | - |

| ECTS-Credits | Workload | Weighting of the grade in the overall grade |
| 5 | 150 hours | 5 |
| | Contact/attendance time: 60 h | |
| | Additional work: 90 h | |