

Note:

The following curriculum is a consolidated version. It is legally non-binding and for informational purposes only.

The legally binding versions are found in the University of Innsbruck Bulletins (in German).

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Consolidated version from October 1 2018

Curriculum for the Master Program in Organization Studies at the University of Innsbruck Faculty of Business and Management

§ 1 Qualification profile and program objectives

- (1) The Master Program in Organization Studies forms part of the group of studies in the social and economic sciences.
- (2) The Master Program in Organization Studies aims at intensive career preparation in the social and economic sciences and qualifies students for careers which require the application of scientific knowledge and methods. As a scientific program, it essentially covers theories, methods and instruments of the social and economic sciences and, in particular, the field of organization studies. Findings from the field of gender research are also taken into consideration.
- (3) In addition to subject-specific competences, the Master Program in Organization Studies also promotes social skills.
- (4) The objective of the Master Program is for graduates to achieve advanced, scientifically sound theoretical and method-driven analytical skills, along with problem-solving competences applicable in science and practice. This competence should enable graduates
 - to deal with research questions independently, to reflect on scientific knowledge and apply it to new, especially research-relevant contexts, as well as to pursue PhD programs;
 - to handle pertinent responsibilities in their professional careers outside the university in a scientifically sound and practically relevant manner. Above and beyond the fields of organization studies, graduates of the Master Program are qualified to pursue careers in different occupational fields;
 - to reflect intensively on the ethical and social consequences and preconditions when applying their knowledge.
- (5) In particular, the Master Program in Organization Studies prepares students for
 - careers in academic establishments and institutions and especially for pursuing a PhD program and/or

- managerial, analytical, planning, auditing and consulting responsibilities in the areas of organizational development, HR management, as well as organizational design and consulting

§ 2 Admission requirements

- (1) Admission to the Master Program in Organization Studies requires a thematically relevant bachelor program completed at a university or a university of applied science or other, equivalent studies completed at an acknowledged Austrian or non-Austrian post-secondary educational institution.
- (2) Thematically relevant studies include the Bachelor Program in Management and Economics completed at the University of Innsbruck. Based on the regulations for admission to master programs as defined by the University Act, the Rector's office decides whether other thematically relevant studies completed at an acknowledged Austrian or non-Austrian post-secondary educational institution can be accepted or considered equivalent.
- (3) In cases where only minor requirements are missing for full equivalency, the Rector's office may require applicants to take additional exams during the Master Program to have their degrees acknowledged as equivalent to the requirements stated above.

§ 3 Workload and duration of the program

- (1) The Master Program in Organization Studies is the equivalent of 120 credits (ECTS); this corresponds to a program duration of four semesters.
- (2) The Program is organized in courses.

§ 4 Program language

The Master Program in Organization Studies is offered in English.

§ 5 Types of course units and number of participants

- (1) Course units without continuing performance assessment:
 1. Lectures (VO) are held in the form of presentations and provide an introduction to the research topics, methods and theories of a subject area. The number of participants is not restricted.
 2. Work groups (AG) involve the joint consideration of theories, questions, methods and techniques of a subject area in the form of group work. The maximum number of participants is 20.
- (2) Course units with continuing performance assessment are:
 1. Seminars (SE) offer the opportunity to focus intensively on scientific work through student presentations and discussions. The maximum number of participants is 30.
 2. In tutorials (UE) students work on specific scientific questions of a subject area. The maximum number of participants is 30.
 3. A lecture combined with a tutorial (VU) aims at practical consideration of specific subject matter questions covered in the course lecture: The maximum number of participants is 160.

§ 6 Procedure for the admission to course units with a limited number of participants

In course units that have a maximum number of participants, places are allocated as follows:

1. Preference is given to students whose study time would be prolonged, if they did not obtain a place in the respective course unit.

2. If Point 1. does not suffice to regulate admission to a course unit, priority is given to students who have chosen it as part of a mandatory course over those who have chosen it as part of an elective course.
3. If the criteria according to Points 1. and 2. do not suffice to regulate admission to a course unit, a lottery system is used to allocate available course places.

§ 7 Overview of mandatory courses

The following mandatory courses amounting to 75 ECTS credits must be completed:

	Mandatory Course	SST	ECTS credits
1	Approaches to Organization Studies	4	10
2	Organizational Design	4	10
3	Communication and Conflict	3	10
4	HRM and Organization	4	10
5	Organizational Dynamics and Change	4	10
6	Organizational Knowledge and Management Development	4	10
7	Organizational Analysis: Research Methods	4	10
8	Research Colloquium for Master Thesis	1	5

§ 8 Overview of elective courses

- (1) One elective course from the following list amounting to 10 ECTS credits must be completed:

	Elective Course	SST	ECTS credits
1	Ethics in Organizations	4	10
2	Art, Culture, and Expert Organizations	4	10
3	Gender, Work, and Organization	4	10
4	Management of Employment Relationships: Current Topics	4	10
5	Organizational Communication and Governance	4	10
6	Current Issues in Theory and Practice of Organizations	4	10
7	Accounting and Organization	4	10
8	Intervention in Organizations	4	10

- (2) One or more of the following elective courses, amounting to 10 ECTS credits, must be completed:

	Elective Course	SST	ECTS credits
1	One of the courses referred to in § 8 (1) which has not been completed up to this point.	4	10
2	Interdisciplinary Perspectives on Accounting	4	10
3	Corporate Valuation	2	5
4	Information Economics	2	5
5	Applied Risk Management	2	5
6	Current Topics in Banking and Finance	2	5
7	Financial Regulation	2	5
8	Applied Behavioral Finance	2	5
9	Current Topics of Information Systems, especially the Digital Society	4	10
10	Entrepreneurship	4	10
11	Marketing Performance Management	4	10
12	Current Topics in Strategy & Marketing	4	10

13	Creativity & Change Management	4	10
14	Human Relations Management (I): Intercultural Human Resource Development	3	5
15	Human Relations Management (II): Employment-oriented Counseling	3	5
16	Interdisciplinary competences		10

§ 9 Description of mandatory and elective courses

(1) Mandatory courses referred to in § 7:

1	Mandatory Course: Approaches to Organization Studies	SST	ECTS credits
a	VU Organization and Organizing An introduction to central aspects and approaches of theories of organization and organizing	2	5
b	VU Approaches to Organization Studies Introductory presentation and discussion of selected concepts in organization studies	2	5
	Total	4	10
Learning objectives: The ability to differentiate between research approaches and traditions in organization studies and to analyze the social, cultural, and historical influences on organization studies and organizational practice			
Admission requirements: none			

2	Mandatory Course: Organizational Design	SST	ECTS credits
a	VO Introduction to Organizational Design An introduction to designing organizational processes, structures and relationships	2	5
b	SE Organizational Design Discussion of selected issues, exercises and cases in the field of organizational design	2	5
	Total	4	10
Learning objectives: Knowledge of the structural and procedural aspects of organizational design; on this basis, students develop the ability to identify, conceptualize and evaluate context-specific methods of organizational design.			
Admission requirements: positive completion of the mandatory course referred to in § 7 (1)			

3	Mandatory Course: Communication and Conflict	SST	ECTS credits
a	VO Introduction to Communication and Conflict Research Models of communication and disruptions of communication, functions and dysfunctions of conflicts in organizations, models for conflict resolution	1	2.5
b	UE Communication Exercises in self-observation and self-reflection in communication and conflict situations with special consideration of inter-cultural communication	2	7.5
	Total	3	10

	Learning objectives: The skill to assess and respond to organizational conflict situations, along with the development of communicative competence in different contexts based on knowledge about the origins and development of intra-personal, inter-personal and group-related conflicts
	Admission requirements: positive completion of the mandatory course referred to in § 7 (1)

4	Elective Course: HRM and Organization	SST	ECTS credits
a	VO HRM and Organization Introduction to the terminology and fundamental questions of HR work along with current concepts of human resource design and their theoretical foundation	2	5
b	SE HRM and Organization Discussion of selected HR concepts and practices from a design-oriented and critical management perspective	2	5
	Total	4	10
	Learning objectives: Developing an understanding of alternatives how HR work can be designed and developed; along with the competence to analyze HR practices based on various perspectives from the social sciences.		
	Admission requirements: positive completion of the mandatory courses referred to in § 7 (2 and 3)		

5	Mandatory Course: Organizational Dynamics and Change	SST	ECTS credits
a	VO Organizational Dynamics An introduction to theories of change and development in organizations	2	5
b	UE Organizational Learning Development of and reflection on personal and organizational change competences against the background of theories of organizational learning	2	5
	Total	4	10
	Learning objectives: Development of personal and organization-specific change competences based on knowledge gained about the causes and systematics of organizational dynamics along with adaptive, responsive and active forms of organizational change		
	Admission requirements: positive completion of the mandatory courses referred to in § 7 (2 and 3)		

6	Mandatory Course: Organizational Knowledge and Management Development	SST	ECTS credits
a	VO Management of Organizational Knowledge An introduction to the theoretical foundations of and approaches to organizational knowledge, with a particular focus on management	2	5
b	UE Management Development Development of and reflection on complex teaching/learning arrangements for management development in knowledge-based organizations	2	5
	Total	4	10

	Learning objectives: the development of personal and organization-specific management competences, based on awareness gained of management theory, along with the methods and processes of knowledge development, knowledge transfer and the sharing of knowledge in organizations;
	Admission requirements: positive completion of the mandatory courses referred to in § 7 (2 and 3)

7	Mandatory Course: Organizational Analysis: Research Methods	SST	ECTS credits
a	VO Fundamentals of the Philosophy of Science and Methods of Empirical Organizational Research An introduction to fundamental terminology in the philosophy of science, with special focus on the organizational research; Presentation and development of qualitative and quantitative methods employed in the organizational research	3	7.5
b	SE Organizational Analysis Discussion of methods and research designs for selected questions of organizational analysis	1	2.5
	Total	4	10
	Learning objectives: Students develop the competence to design and carry out empirical organizational research projects based on knowledge of the philosophy of science and research methods employed in the social sciences.		
	Admission requirements: positive completion of the mandatory courses referred to in § 7 (2 and 3)		

8	Mandatory Course: Research Colloquium for Master Thesis	SST	ECTS credits
a	AG Research Colloquium for Master Thesis The research colloquium offers support to students while they are working on their master theses. The thesis is presented, and special aspects are discussed in detail with a focus on theoretical questions along with research methods.	1	5
	Total	1	5
	Learning objectives of the course: Having completed the research colloquium, students are able to create the concept of a scientific study, to write it, and to present research results in different contexts.		
	Admission requirements: positive completion of the mandatory course referred to in § 7 (7)		

(2) Elective courses referred to in § 8 (1):

1	Elective Course: Ethics in Organizations	SST	ECTS credits
a	VO Ethics in Organizations Basic concepts for the analysis of ethical decisions in organizations and assessment of ethical implications of organizational practices	2	5
b	SE Responsible Decisions and Ethical (Self-)Formation in Organizations Analyzing and working on organizational practices and techniques in view of their ethical implications and responsible decision-making	2	5
	Total	4	10
	Learning objectives: The skill to assess ethical practices and actions in organizations and other organized contexts and to develop competence in making organization-specific ethical judgments using knowledge of the specifically ethical implications of organizational processes		
	Admission requirements: positive completion of the mandatory courses referred to in § 7 (2 and 3)		

2	Elective Course: Art, Culture, and Expert Organizations	SST	ECTS credits
a	VO Strategy, Management and Governance in Art, Culture and Expert Organizations Management, governance and the development of art, culture and expert organizations; organization of expertise: analysis of possibilities, discussion of limitations and study of practical cases	2	5
b	SE Management of Culture Organizations: Theory, Practice, and Case Studies Strategy, leadership, controlling and evaluation in the field of art and culture: multi-stakeholder environments, analysis of theories, practical cases and case studies, critical reflection	2	5
	Total	4	10
	Learning objectives: Students develop the competence to understand the special characteristics of organization and management in the field of art and culture. Additionally, other expert organizations are considered, with special regard to their development, leadership and strategy.		
	Admission requirements: positive completion of the mandatory courses referred to in § 7 (2 and 3)		

3	Elective Course: Gender, Work, and Organization	SST	ECTS credits
a	VO Gender, Work, and Organization Theoretical concepts of gender and organization, gender-specific organizational (sub-)structures, cultures and relationships, indirect and direct discrimination	2	5
b	SE Gender, Work, and Organization Discussion of selected questions, exercises and cases in the field of gender, work, and organization	2	5
	Total	4	10

	Learning objectives: the skill to assess the gender-specific consequences of organizational practices and to identify suitable design measures on the basis of gender and diversity research
	Admission requirements: positive completion of the mandatory courses referred to in § 7 (2 and 3)

4	Mandatory Course: Management of Employment Relationships: Current Topics	SST	ECTS credits
a	VU Management of Employment Relationships: Current Topics Reflection on current societal developments that lead to new employment relationships and call into question former and existing basic assumptions of human resource work.	2	5
b	SE Management of Employment Relationships: Current Topics Discussion of current societal developments along with possible human resource management reactions and their implications.	2	5
	Total	4	10
	Learning objectives: An understanding of current work-related topics and the development of employment relationships along with the competence to reflect on related challenges plus the skill to draw on relevant theories when discussing these current topics.		
	Admission requirements: positive completion of the mandatory courses referred to in § 7 (2 and 3)		

5	Elective Course: Organizational Communication and Governance	SST	ECTS credits
a	VO Organizational Communication and Stakeholder Management An introduction to theories of organizational communication and methods of managing relationships with external partners and stakeholders of organizations	2	5
b	SE Governance in Organizations Intensive discussion of selected issues concerning how organizations are controlled and governance structures are designed in public and private enterprises	2	5
	Total	4	10
	Learning objectives: The skill to interact competently with stakeholders based on knowledge about stakeholder management, internal and external communication along with the design of governance structures and processes in organizations		
	Admission requirements: positive completion of the mandatory courses referred to in § 7 (2 and 3)		

6	Elective Course: Current Issues in Theory and Practice of Organizations	SST	ECTS credits
a	VO Contemporary Organization Studies Overview of selected current issues in organizational theory and practice.	2	5
b	SE Contemporary Organization Studies In-depth consideration of current issues in organizational theory and practice.	2	5
	Total	4	10
Learning objectives: The ability to reflect critically on selected aspects of organization studies based on detailed knowledge gained during the course			
Admission requirements: positive completion of the mandatory courses referred to in § 7 (2 and 3)			

7	Elective Course: Accounting and Organization	SST	ECTS credits
a	VO Accounting and Organization An overview of central questions concerning the control and management of organizations as well as the role and function of accounting systems	2	5
b	SE Accounting and Organization Discussion of selected control and management concepts and practices in organizations against the background of explanatory models in the social sciences	2	5
	Total	4	10
Learning objectives: Students develop and understanding of the role and function of control and management practices in organizations and learn to reflect on them critically.			
Admission requirements: positive completion of the mandatory courses referred to in § 7 (2 and 3)			

8	Elective Course: Intervention in Organizations	SST	ECTS credits
a	VO Introduction to Consulting Introduction to the pre-conditions for and effects of employing consulting and intervention in organizations against the background of different consulting approaches.	2	5
b	SE Theory and Practice of Consulting Discussion of the general conditions for and effects of (external) consulting and intervention in organizations; analysis of how they differ from and coincide with (internal) management.	2	5
	Total	4	10
Learning objectives: Competence to analyze and systematically categorize context and situation-specific methods of organizational consulting, based on knowledge of different forms of intervention, their conditions as well as their effects.			
Admission requirements: positive completion of the mandatory courses referred to in § 7 (2 and 3)			

(3) Elective courses referred to in § 8 (2.2 to 2.15):

1. The following elective courses can be chosen from the Master Program in Accounting, Auditing and Taxation (University of Innsbruck Bulletin of 4 May 2007, Issue 51, No. 225, in its applicable version):

Interdisciplinary Perspectives on Accounting

Admission requirements for the course units: positive completion of the mandatory courses referred to in § 7 (2 and 3).

2. The following elective courses can be chosen from the Master Program in Banking and Finance (University of Innsbruck Bulletin of 4 May 2007, Issue 53, No. 227, in its applicable version):

- a) Corporate Valuation
- b) Information Economics
- c) Applied Risk Management
- d) Current Topics in Banking and Finance
- e) Financial Regulation
- f) Applied Behavioral Finance

Admission requirements for the course units: positive completion of the mandatory courses referred to in § 7 (2 and 3).

3. The following elective course can be chosen from the Master Program in Information Systems (University of Innsbruck Bulletin of 19 February 2008, Issue 22, No. 189, in its applicable version):

Current Topics of Information Systems, especially Digital Society

Admission requirements for the course units: positive completion of the mandatory courses referred to in § 7 (2 and 3).

4. The following elective courses can be chosen from the Master Program in Strategic Management (University of Innsbruck Bulletin of 19 April 2007, Issue 25, No. 188, in its applicable version):

- a) Entrepreneurship
- b) Marketing Performance Management
- c) Current Topics in Strategy & Marketing
- d) Creativity & Change Management

Admission requirements for the course units: positive completion of the mandatory courses referred to in § 7 (2 and 3).

5. The following elective courses can be chosen from the Master Program in Business Education (University of Innsbruck Bulletin of 10 March 2007, Issue 15, No. 143, in its applicable version):

- a) Human Relations Management (I): Intercultural Human Resource Development
- b) Human Relations Management (II): Employment-oriented Counseling

Admission requirements for the course units: positive completion of the mandatory courses referred to in § 7 (2 and 3).

(4) Elective course referred to in § 8 (2.16):

	Elective Course: Interdisciplinary Competences	SST	ECTS credits
	Course units with a maximum number of 10 ECTS credits can be chosen freely from all curricula of master programs offered at the University of Innsbruck, provided that space in these courses is available.	-	10
	Total	-	10
	Learning objectives of the course: This course is designed for students to broaden their field of study and to acquire additional qualifications.		
	Admission requirements: As defined in the respective curricula.		

§ 10 Master Thesis

- (1) In the Master Program in Organization Studies, a master thesis must be written. The topic of the master thesis must be directly related to one or more of the mandatory courses referred to in § 7 (1 to 7) or the elective courses referred to in § 8 (1).
- (2) The master thesis is a scientific piece of work.
- (3) When creating the master thesis, students must demonstrate that they are able to apply the theoretical and methodical instruments of the subject area to a particular research question and to reflect on them independently and in a limited period of time.
- (4) Students have the right to propose the topic of the master thesis or to choose it from a number of proposals.
- (5) The master thesis is equivalent to a work load of 25 ECTS credits.
- (6) The topic and the supervisor of the master thesis may only be submitted on positive completion of the mandatory course referred to in § 7 (1).
- (7) The completed master thesis must be submitted to the Dean of Studies in printed form and in an electronic form defined by the Dean of Studies.
- (8) It is permissible for several students to work jointly on one single master thesis topic, on the condition that each individual student's contribution is identified distinctly and can be assessed separately.

§ 11 Examination regulations

- (1) Course performance is evaluated by one the following methods:
 1. In courses consisting of one course unit without continuing performance assessment and one course unit with continuing performance assessment, the final grade comprises the grade of the course unit with continuing performance assessment and the grade of an overall exam that covers the course content of all course units. Admission to the overall exam requires a positive grade in the course unit with continuing performance assessment.
 2. In courses consisting exclusively of course units with continuing performance assessment, the final grade is determined by the grades of these course units;
 3. The final grade of a course consisting exclusively of a course unit without continuing performance assessment is determined by means of an exam in the course unit.

4. The final grade of a course consisting of a course unit without continuing performance assessment and several course units with continuing performance assessment is determined by means of an exam in the course unit.
- (2) The examination method (written / oral / exam paper/s) for course units with continuing performance assessment is determined by the instructor of the course unit at the beginning of the course unit.
- (3) The examination method (written / oral / exam paper/s) for course units with a single exam at the end of the course unit is determined by the instructor of the course unit at the beginning of the course unit.
- (4) Methods and types of overall exams:
 1. Overall exams with the exception of the mandatory course referred to in § 7 (3) are single written exams (maximum length: 90 minutes).
 2. The overall exam of the mandatory course referred to in § 7 (3) is a single oral exam.
 3. Overall exams of the mandatory courses referred to in § 7 (6 and 7) are both single written exams (maximum length: 90 minutes) and single oral exams.
- (5) Performance evaluation for elective courses from other master programs referred to in § 8 (2.2 to 2.16) is regulated by the curricula of the respective programs.

§ 12 Academic Degree

Graduates of the Master Program in Organization Studies are awarded the academic degree of "Master of Science", or "M.Sc.", in brief.

§ 13 Implementation

- (1) This curriculum comes into force on 1 October 2008.
- (2) Changes of the curriculum according to the University of Innsbruck Bulletin of 2 June 2014, Issue 23, No. 393 come into force on 1 October 2014 and apply to all students.
- (3) Changes of the curriculum according to the University of Innsbruck Bulletin of 15 February 2018, Issue 14, No. 202 come into force on 1 October 2018 and apply to all students.

§ 14 Interim regulations

- (1) Elective courses completed positively according to the curriculum as published in the University of Innsbruck Bulletin of 19 April 2007, Issue 24, No. 187, are accredited as elective courses of the curriculum published in the University of Innsbruck Bulletin of 2 June 2014, Issue 23, No. 393.
- (2) A list of equivalent courses will be published separately.

Equivalence list – Master Program in Organization Studies

Notice according to § 35 Para 1 of the "Regulations of Study Law", republished in the University of Innsbruck Bulletin in the version of 3 February 2006, Issue 16, No. 90:

- (1) Positively assessed exams, taken as part of the **Master Program in Organization Studies** at the University of Innsbruck (curriculum published in the version of the University of Innsbruck Bulletin from 19 April 2007, Issue 24, No. 187) will be recognized as equal towards the exams of the curriculum published in the version of the University of Innsbruck Bulletin from 2 June 2014, Issue 23, No 393 as follows:

Curriculum published in the version of the University of Innsbruck Bulletin from 19 April 2007, Issue 24, No. 187		Curriculum published in the version of the University of Innsbruck Bulletin from 2 June 2014, Issue 23, No. 393	
For already successfully completed compulsory courses or individual, successfully completed course units, the following applies:			
§7(2) No. 3 or §9(2)3	CM* Communication and Conflict (4 h/10 ECTS credits) or: • EM** Communication (3 h/7.5 ECTS credits)	§7 No. 3 or §9(1)3	CM* Communication and Conflict (3 h/10 ECTS credits) or: • UE Communication (2 h/7.5 ECTS credits)
§9(2)5b	• EM** Organizational Learning (2 h/5 ECTS credits)	§9(1)5b	• UE Organizational Learning (2 h/5 ECTS credits)
§9(2)6b	• EM** Management Development (2 h/5 ECTS credits)	§9(1)6b	• UE Management Development (2 h/5 ECTS credits)
Already successfully completed elective courses		remain valid	
Individual, successfully completed course units of elective courses		§9(4)	Elective course Interdisciplinary Skills in the corresponding amount

- (2) Individual cases where this regulation does not apply will be decided so that no disadvantage shall arise for the student due to the modification.

*Compulsory course

**Elective course