



**University of Innsbruck School of Management**

# **Master in Organisation Studies**





## Studying at the Heart of the Alps

Situated at the foot of the impressive Karwendel mountain range and distinguished by its central geographical position at the heart of Europe, Innsbruck is an ideal location for education and business. Innsbruck is a young, dynamic city. In recent years, the skyline has been upgraded by a number of ambitious architectural projects designed by international star architects. The surrounding mountain scenery and the excellent sports and leisure facilities make the capital of Tyrol a very attractive place for students.

The figures speak for themselves: a total of 30,000 students from nearly 100 countries participate in the different educational programmes; 6,500 of them are enrolled at the University of Innsbruck School of Management. In 1999 the Faculties of Social and Economic Sciences moved to a new site near Innsbruck's historic centre and the Imperial Gardens. The building encourages open communication between theory and practice and, due to its attractive location, facilitates an urban lifestyle.

### Timetable

The programme usually starts at the beginning of October.

The Autumn semester runs until the first week in February.

The Spring semester usually starts at the beginning of March and ends on the first week of July.

### Estimated costs

The tuition fee per semester is EURO 363,36 for students from EEA-member countries and EURO 726,72 for students from other countries.



## Welcome to the School of Management

The University of Innsbruck School of Management was established on October 1, 2004 as one of the three successor faculties of the former Faculty of Social and Economic Sciences. It currently comprises five departments with a research and teaching staff of approximately 80, a Business Languages Unit, and approximately 20 administrative staff members.

The School of Management

- builds its success on the excellent knowledge and skills of all faculty members for the upcoming development processes and
- understands itself as a dynamic knowledge pool that gathers internationally available knowledge, expands it and makes it accessible in regional context.

Excellent research staff, the intensive co-operation with high-ranking, primarily European universities and the systematic integration of colleagues from all over the world as visiting staff ensure high-quality education. Students will find excellent study conditions: The modern technical equipment and appropriate use of e-learning are an expression of our orientation towards the future. Small student groups (max. 30 people) and innovative forms of teaching and learning promote the dialogue and the co-operation between teaching staff and students. There is hardly any room here for hierarchical differences; students are not seen as “consumers” but as “co-producers”. A strong link to business enterprises and not-for-profit organisations will improve graduates’ career chances.

### Our educational philosophy

„If you don’t want to think, you’re out!“ This was the principle the famous artist Joseph Beuys laid down for the students in his master class. We, too, think of this principle as an appropriate motto for university education. In the first instance, it describes our responsibility as teachers to provide a course of study that requires real thinking rather than mere memorising. At the same time, it stresses the students’ responsibility to examine a subject closely, to develop arguments and to use them to arrive at their own position and solutions. If all involved take this principle seriously, university education becomes an intellectual challenge and only then does a real university emerge. We’d like to invite you to take part in building such a university.

Stephan Laske, Dean



## Profile of the Programme

The management of organisations is facing rapid changes. Globalisation, the knowledge society, privatisation and deregulation, the impact of new technologies and new forms of labour are but some of the keywords that characterise these challenges. Responding to these challenges in an adaptive and reflexive way is key to a wealthy future both in economic and social terms.

The Master programme Organisation Studies is based on the School of Management's central research focus "Organisation Studies" and close co-operations with partners from leading international academic institutions, as well as companies and other organisations.

The programme aims at developing experts who feel at ease in complex organisational environments. Elements of reflexive learning offer students the opportunity to further enhance their personal, communicative and social skills. After completing the programme students shall be able to design and develop processes of organising and to act competently and in a social responsible way, thus facilitating organisations to cope with new challenges that stem from a globalising world, a changing workforce, increasingly complex technologies and multiple demands from various stakeholders. Graduates shall be "experts in complexity".

## Academic Degree

The degree "Master of Science" (MSc) is awarded to students having successfully completed the entire programme.

## Qualification Profile

- **Management functions where specific organisational competencies are required**

Students shall be able to start their career in human resource management and development, organisation design, knowledge management, design of communication relationships to internal and external stakeholders, use of technology in organisations.

- **Specific organisational fields and settings**

Students shall be able to start their career in the management of not-for-profit organisations, public organisations, associations and lobby organisations, or expert and knowledge-based organisations.

- **The consulting industry**

Students shall gain a first set of competencies and abilities to start their career in consulting companies.



## Structure and Content

### First semester:

- **Approaches to Organisation Studies**

Students shall acquire knowledge of central approaches and different paradigms to organisation studies.

- **Organisational Design**

Students shall acquire knowledge on structural and processual aspects of organisational design. They shall know the means by which organisations are designed, managed and controlled.

- **Communication and Conflict**

Students shall acquire knowledge on the dynamics of conflicts. They shall acquire skills in managing conflicts and shall be able to communicate competently, in particular in intercultural contexts.

### Second semester: two compulsory modules (plus one elective module – see below)

- **Consulting Theory**

Students shall acquire knowledge on the conditions of interventions into organisations. They shall be able to analyse situations in which consulting processes can be supportive for organisational development. They shall be able to distinguish different consulting approaches and relate them to organisational settings.

- **Organisational Dynamics & Change**

Students shall be able to identify different origins of organisational dynamics. They shall understand forces of organisational change and how these can be actively worked with. Students shall be able to reflect upon the part the 'self' plays in learning processes and learn how personal mastery contributes to organisational change.

### Third semester: two compulsory modules (plus one elective module – see below)

- **Organisational Analysis: Research Methods**

Students get familiar with central issues of the philosophy of (social) science. They are able to recognise the significance of methodological frameworks for research projects, to choose suitable methods and to apply them in inquiries into organisational phenomena.

- **Organisational Knowledge and Management Development**

Students shall understand the significance of knowledge for organisations. They shall be able to identify the ways in which knowledge of different types is developed, shared, and transferred in organisations.



#### **Fourth semester: Master Thesis**

The Master thesis is a chance to students to apply the acquired knowledge to concrete questions of organisations and of organising. Co-operation with companies and other organisations will provide the basis for research that is relevant for organisational practice. The topic of the Master thesis will be related to the content of a compulsory or elective module completed by the student and should combine empirical insights and conceptual considerations. Students have to present their thesis to a committee and defend their ideas and research. This discussion also provides the basis for reflecting on the knowledge, competence and experience gained during the whole programme.

#### **Electives**

##### **Second semester:**

- **Ethics in Organisations**

Identifying and evaluating ethical practices in organisations.

- **Non-Profit, Public and Expert Organisations**

Understanding the specifics of knowledge-intensive organisations.

- **Gender, Work and Organisation**

Identifying and analysing problems deriving from gendered organisations.

##### **Third semester:**

- **Organisation and Technology**

Understanding the dependencies of organisations on different technologies.

- **Corporate Communication and Governance**

Knowing the role of stakeholder management for the development of organisations.

- **Consulting: Processes and Cases**

Analysing concrete consulting cases and identifying success factors of, and pitfalls for, interventions in organisations.

- **Electives from other Master programmes**

In the third semester students may also opt for a module from other MSc programmes offered by the Innsbruck University School of Management:

- Creativity, Innovation and Change (from MSc Strategic Management)
- Strategic Management of Non-Profit-Organisations (from MSc Strategic Management)
- The Social and Organisational Context of Accounting (from MSc Accounting, Auditing and Taxation)
- Financial Analysis (from MSc Finance)



## Practical Information

### Requirements

The basic requirement for admission to the Master programme is the completion of a Bachelor or Diploma programme in Business or Management (with a minimum of 180 ECTS credits). The programme is also open to applicants with a pertinent degree from an Austrian or foreign post-secondary educational institution in related fields of study. They are considered equivalent if they contain a minimum of 100 ECTS in social and/or economic sciences.

All applicants are expected to have an advanced level of English proficiency: Applicants from Non-EEA (European Economic Area) countries must submit the results of an English test. We accept TOEFL with a score of at least 100 (internet-based), 250 (computer-based) or 600 (paper-based), IELTS test with a score of at least 7.0 and The Cambridge Advanced Test taken no longer than three years ago.

English native speakers are exempt from this requirement.

### Application Procedure

#### Applicants from EEA member countries

Applicants from EEA member countries fulfilling the basic requirement will get a place upon registration.

Registration forms and further details are available at:  
<http://www.uibk.ac.at/studienabteilung/en/index.html>.

#### Applicants from non-EEA member countries

For international applicants from Non-EEA countries admission will be decided on a case-by-case basis.

Application forms and further details are available at:  
<http://www.uibk.ac.at/studienabteilung/en/index.html>.



## Further Details

### Master in Accounting, Auditing and Taxation:

[http://www.uibk.ac.at/fakultaeten/betriebswirtschaft/studium/accounting\\_auditing\\_and\\_taxation.html](http://www.uibk.ac.at/fakultaeten/betriebswirtschaft/studium/accounting_auditing_and_taxation.html)

Contact: [master-accounting@uibk.ac.at](mailto:master-accounting@uibk.ac.at)

### Master in Banking and Finance:

[http://www.uibk.ac.at/fakultaeten/betriebswirtschaft/studium/banking\\_and\\_finance.html](http://www.uibk.ac.at/fakultaeten/betriebswirtschaft/studium/banking_and_finance.html)

Contact: [master-bankingandfinance@uibk.ac.at](mailto:master-bankingandfinance@uibk.ac.at)

### Master in Information Systems:

<http://www.uibk.ac.at/wipl/masterprogramm.html>

Contact: [master-is@uibk.ac.at](mailto:master-is@uibk.ac.at)

### Master in Organisation Studies:

[http://www.uibk.ac.at/fakultaeten-servicestelle/pruefungsreferate/studien/c972\\_2007w.html](http://www.uibk.ac.at/fakultaeten-servicestelle/pruefungsreferate/studien/c972_2007w.html)

Contact: [master-orgstudies@uibk.ac.at](mailto:master-orgstudies@uibk.ac.at)

### Master in Strategic Management:

<http://www.uibk.ac.at/smt/master/>

Contact: [master-stratman@uibk.ac.at](mailto:master-stratman@uibk.ac.at)

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