

Note:

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Original version published in the University of Innsbruck Bulletin of 2nd April 2024, Issue 34, No. 644

Curriculum for the
Master's Programme Organization Studies
at the University of Innsbruck Faculty of Business and Management

(New-release 2024)

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§ 1 Allocation of the study programme

The Master's Programme Organization Studies is part of the group of studies in the social and economic sciences acc. to §54 para. 1 Universities Act 2002.

§ 2 Qualification Profile

- (1) The Master's Programme in Organization Studies provides in-depth professional training in social studies and economics and qualifies students for professional activities that require the advanced application of scientific knowledge and methods. As a scientific study programme, its core consists of teaching specialised theories, methods and instruments of social science-oriented management and organizational research. Ethical issues and the findings of gender research are also taken into account.
- (2) In addition to subject-specific skills, the Master's Programme in Organization Studies also promotes extracurricular social and intercultural skills in its modules, such as ethical thinking, analytical and problem-solving skills, teamwork and social commitment.
- (3) The objective of the Master's Programme is for graduates to achieve advanced, scientifically sound theoretical and method-driven analytical skills, along with problem-solving competences applicable in science and practice. Graduates have the knowledge, skills and competences 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 programmes;
 - work on relevant problems in their respective non-university professional fields in a scientifically sound and practice-relevant manner. Beyond the fields of organizational research, they have knowledge, skills and competences that enable them to work in various professional fields;
 - reflect intensively on the ethical and social consequences and preconditions when applying their knowledge;
 - take responsibility for the professional development and management of individuals and groups;
 - use their competences for the prosperous development of society and to improve the quality of life in a community by means of political and non-political processes.
- (4) In particular, the Master's Programme in Organization Studies prepares students for
 - careers in academic establishments and institutions and especially for pursuing a PhD programme and/or
 - managerial, planning, analytical and advisory activities in corporate and organizational development, personnel management, organizational design and consulting in private and public companies, administrations or civil society institutions.

§ 3 Admission

- (1) Admission to the Master's Programme in Organization Studies requires the completion of a relevant bachelor's programme or a relevant degree programme of at least the same higher education level at a recognised domestic or foreign post-secondary educational institution.
- (2) In any case, the Bachelor's Programme in Management and Economics, the Bachelor's Programme International Management and the Diploma Programme International Management passed at the University of Innsbruck shall be deemed to be relevant study programmes. The Rectorate shall decide on the equivalence of another degree programmed completed at another post-secondary education institution home or abroad in accordance with §64 Universities Act.
- (3) In order to compensate for significant subject-related differences, supplementary examinations covering a total of 30 ECTS-Credits may be prescribed, which must be taken by the end of the second semester of the master's programme.
- (4) The following qualitative admission requirements pursuant to §63a para. 1 UA also apply:
 - a. Knowledge from the fields of management and social sciences as well as analytical and methodological skills for solving problems from these fields, which are required for

understanding the learning content of this curriculum. This knowledge is deemed to have been acquired if courses totalling 15 ECTS-Credits in the field of Management or 15 ECTS-Credits in the field of Statistics have been successfully completed.

- b. Valid GMAT (Graduate Management Admission Test) with at least 550 points or GMAT Focus with at least 525 points (not older than two years at the time of application). Instead of the GMAT, an overall grade between 1.0 and 2.8 is also valid if a relevant degree programme (according to §3 para. 2) was completed at the University of Innsbruck.

§ 4 Scope and Duration

- (1) The Master's Programme Organization Studies covers 120-Credits; this corresponds to a programme duration of four semesters.
- (2) The study programme is structure in modules.

§ 5 Language

The Master's Programme in Organization Studies is offered in English. English language skills at level B2 (Common European Framework of Reference for Languages) are required. Regarding the type of proof, the regulations of the University of Innsbruck apply.

§ 6 Types of courses and maximum number of students per course

- (1) Courses without continuous performance assessment:
Lectures (VO) are courses held in lecture format. They introduce the research areas, methods and schools of thought for a given subject. No maximum number of students per course.
- (2) Courses with continuous performance assessment:
 1. Working groups (AG) aim to provide a forum to discuss theories, methods and techniques of a subject in the form of group work. Maximum number of students: 20.
 2. Seminars (SE) provide in-depth study of contents, methods and techniques of a specialist area including presentations and discussions. Maximum number of students: 30.
 3. Tutorials (UE) focus on practical work on specific tasks in a specialised field and on practising specific skills. Maximum number of participants: 30.
 4. Lecture-tutorials (VU) focus on the practical treatment of concrete scientific tasks that are discussed during the lecture parts of the course. Maximum number of students: 150.

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

- (1) In courses with a maximum number of participants, places are allocated as follows:
 1. Students for whom the study duration would be extended due to the postponement are to be given priority
 2. If the criterion in no. 1 does not suffice, students who pass this course as part of a compulsory module will come first, then students that pass the course as part of an elective module.
 3. If the criteria in no. 1 and no. 2 do not suffice, to regulate admission to a course, then the places will be randomly allocated.
- (2) For courses that have been taken from other study programmes, the regulations on the respective curriculum apply.

§ 8 Overview of compulsory modules

The following compulsory modules covering 75 ECTS-Credits are to be passed:

	Compulsory Modules	h	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.	Management Development	4	10
7.	Organizational Analysis: Research Methods	4	10
8.	Conceptual Design of the Master's Thesis	-	2.5
9.	Research Colloquium for the Master Thesis	1	2.5

§ 9 Overview of Elective Modules

(1) One elective module covering 10 ECTS-Credits is to be passed from the following catalogue:

	Elective Modules	h	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.	Digital Society	4	10
8.	Organizing Sustainability	4	10
9.	Openness as a Principle of Organization	4	10

(2) Elective modules covering 10 ECTS-Credits are to be passed from the following catalogue:

	Elective Modules	h	ECTS-Credits
1.	A not yet passed module acc. to §9 para. 1	4	10
2.	Module(s) or courses from other master's programmes at the Faculty of Business and Management or the Faculty of Economics and Statistics	-	10
3.	Interdisciplinary Skills	-	10

§ 10 Compulsory and elective modules - description

(1) Compulsory modules acc. to §8:

1.	Compulsory Module: Approaches to Organization Studies	h	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 of selected concepts of organizational theory and exemplary treatment of topic-specific questions in organizational research	2	5
	Total	4	10
	Learning Outcomes: The students are able to distinguish between different research approaches and traditions in organizational theory and to assess their relevance against the background of social, cultural		

	and historical developments. Students can explain how concepts from organizational research can influence the practice of organizing and organizing. They are able to provide a critical assessment of the prerequisites and consequences of applying specific organizational science findings.
	Prerequisite/s: none

2.	Compulsory Module: Organizational Design	h	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 Outcomes: Based on their knowledge of the structural and procedural aspects of organizational design, students are able to explain methods of organizational design and to adapt and develop them with regard to context-specific circumstances. They are able to identify and reflect on the social consequences and ethical implications of the application of specific methods of organizational design.		
	Prerequisite/s: positive evaluation of the compulsory module acc. to §8 no. 1.		

3.	Compulsory Module: Communication and Conflict	h	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 Outcomes: The students are able to assess and analyse organizational conflict situations on the basis of concepts from communication and conflict science. They have the ability to reflect on their own conflict and communication behaviour as well as the conflict and communication behaviour of others. Students can identify conflict dynamics and develop productive options and strategies for dealing with intra-, interpersonal and group-related conflicts.		
	Prerequisite/s: positive evaluation of the compulsory module acc. to §8 no. 1		

4.	Compulsory Module: HRM and Organization	h	ECTS-Credits
a.	VU 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 Outcomes: Students will be able to explain design alternatives for HR work and evaluate them with regard to their organizational conditions and prerequisites. They are able to analyse different HR practices in organizations on the basis of different social science perspectives.			
Prerequisite/s: positive evaluation of the compulsory modules acc. to §8 no. 2 and 3			

5.	Compulsory Module: Organizational Dynamics and Change	h	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 Outcomes: Students will be able to explain current models and theories for explaining and shaping organizational dynamics and change. On the basis of findings in organizational studies, they can identify the causes and systematics of organizational dynamics and propose action-related strategies for adaptive, responsive and active forms of organizational change. Students are able to name, analyse and critically reflect on organizational and personal learning experiences.			
Prerequisite/s: positive evaluation of the compulsory modules acc. to §8 no. 2 and 3			

6.	Compulsory Module: Management Development	h	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 Outcomes: Students are able to make theory-based recommendations for the development of personal and organizational leadership skills. Based on their knowledge of leadership theory and the methods and processes of knowledge development, knowledge transfer and knowledge sharing in organizations, they will be able to identify, critically reflect on and develop the conditions for the success and effectiveness of complex teaching-learning arrangements.			

Prerequisite/s: positive evaluation of the compulsory modules acc. to §8 no. 2 and 3

7.	Compulsory Module: Organizational Analysis: Research Methods	h	ECTS-Credits
a.	VU 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 Outcomes: Students are able to design and carry out empirical organizational research projects on the basis of knowledge of general scientific theory and research methods in social studies. Students are familiar with a broad spectrum of organizational research methods and are able to integrate these into an individually adapted research design. Students are able to recognise issues in research ethics and follow the rules of good scientific practice.			
Prerequisite/s: positive evaluation of the compulsory modules acc. to §8 no. 2 and 3			

8.	Compulsory Module: Conceptual Design of the Master's Thesis	h	ECTS-Credits
	Agreement on the topic, scope and form of the Master's Thesis on the basis of a brief description of the content (synopsis) as well as agreement on the work processes and the course of study; planning a corresponding time frame for the completion of the Master's Thesis	-	2.5
	Total	-	2.5
Learning Outcomes: Students are able to write a brief description of the content of the planned Master's Thesis (synopsis), outline a timeline, locate the planned Master's Thesis in the field or organizational research, conclude a written Master's Thesis agreement and register the Master's Thesis with the Director of Studies.			
Prerequisite/s: none			

9.	Compulsory Module: Research Colloquium for the Master's Thesis	h	ECTS-Credits
	AG Research Colloquium for the Master's Thesis Support for ongoing Master's Theses; presentation of Master's Theses; in-depth discussion of sub-aspects and aspects of theory and research methodology as well as the rules of good scientific practice	1	2.5
	Total	1	2.5
Learning Outcomes: Students are able to present the design and concept of a scientific paper, justify the chosen theories and methods, share findings and defend results. They can accept and process criticism as a basis for academic work and also articulate constructive criticism themselves.			

Prerequisite/s: positive evaluation of the compulsory module acc. to §8 no. 7
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(2) Elective modules acc. to §9 para. 1:

1.	Elective Module: Ethics in Organizations	h	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 Analysing and working on organizational practices and techniques in view of their ethical implications and responsible decision-making	2	5
	Total	4	10
Learning Outcomes: Students are able to analyse and reflect on organizational practices, actions and technologies against the background of different concepts of ethics. They are able to recognise the moral dimension of organizational practices and develop their ethical judgement ability in relation to organizations. On the basis of practical ethics, students can recognise the conditions and limits of responsible decisions in organizations and actively (trans)form them.			
Prerequisite/s: positive evaluation of the compulsory modules acc. to §8 no. 2 and 3			

2.	Elective Module: Art, Culture- and Expert Organizations	h	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; possibilities and limits of the organization of expertise in the context of organizational practices	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, design options in a multi-stakeholder environment	2	5
	Total	4	10
Learning Outcomes: Students are able to recognise and analyse the special features of organization and management in the fields of art and culture. In addition, they can also assess and evaluate other expert organizations, particularly with regard to their development, leadership and strategy.			
Prerequisite/s: positive evaluation of the compulsory modules acc. to §8 no. 2 and 3			

3.	Elective Module: Gender, Work, and Organization	h	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 dis- crimination	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 Outcomes: Students are able to assess the gender-specific effects of organizational practices. They can identify, develop and critically assess suitable design measures on the basis of knowledge of gender-specific and diversity-related organizational research.			
Prerequisite/s: positive evaluation of compulsory modules acc. to §8 no. 2 and 3			

4.	Elective Module: Management of Employment Relationships: Current Topics	h	ECTS-Credits
a.	VU Management of Employment Relationships: Current Topics Current social developments, effects on employment relationships and basic assumptions of HR work	2	5
b.	SE Management of Employment Relationships: Current Topics Discussion of selected social developments and possible reactions on the part of HR management and their implications	2	5
	Total	4	10
Learning Outcomes: Students are able to develop and present an in-depth understanding of current labour-related topics and developments in employment relationships on the basis of relevant theories. Students are able to articulate and reflect on the associated challenges. They have the ability to select relevant concepts from the multitude of theories and use them to discuss these current topics.			
Prerequisite/s: positive evaluation of the compulsory modules acc. to §8 no. 2 and 3			

5.	Elective Module: Organizational Communication and Governance	h	ECTS-Credits
a.	VO Organizational Communication and Governance An introduction to theories of organizational communication and methods of managing relationships with external partners and stakeholders of organizations	2	5
b.	SE Organizational Communication and Governance In-depth discussion of selected aspects of organizational management and the design of governance structures in the public and private sector with special consideration of whistleblowing practices, strategies and systems	2	5
	Total	4	10

	<p>Learning Outcomes: Students are able to identify discursive strategies and practices for dealing with various stakeholder groups of the organization and to assess their effectiveness and ethical compatibility. Based on their knowledge of stakeholder management and current governance concepts, they can describe the strategic relevance of internal and external communication in and by organizations and name and assess design alternatives in terms of a responsive organization.</p>
	<p>Prerequisite/s: positive evaluation of the compulsory modules acc. to §8 no. 2 and 3</p>

6.	Elective Module: Current Issues in Theory and Practice of Organizations	h	ECTS-Credits
a.	<p>VO Contemporary Organization Studies Overview of selected current issues in organizational theory and practice.</p>	2	5
b.	<p>SE Contemporary Organization Studies In-depth consideration of current issues in organizational theory and practice.</p>	2	5
	Total	4	10
	<p>Learning Outcomes: Students will be able to classify and critically discuss selected aspects of current organizational research in terms of their theoretical and practical relevance. Students are able to assess current theories and concepts of organizational research and evaluate them in the context of professional discourse and/or practical challenges of organization and organizing.</p>		
	<p>Prerequisite/s: positive evaluation of the compulsory modules acc. to §8 no. 2 and 3</p>		

7.	Elective Module: Digital Society	h	ECTS-Credits
a.	<p>VU Organizing the Digital in the Public Sphere Digital transformation of public sector institutions such as public administrations, service providers and utilities; new forms of platform-based publics as well as the provision of public goods with private means</p>	2	5
b.	<p>VU Social Media, Digital Activism and Ethics Forms of social activism and collective action in the digital age; ethical issues related to digital activism, datafication and algorithmic decision-making; ethical implications of digital work and new forms of transparency and visibility.</p>	2	5
	Total	4	10
	<p>Learning Outcomes: Students are able to recognise and assess the consequences, potential and challenges of digitalisation for the public sector and non-profit organizations. In particular, they will be able to recognise the emergence of new forms of digital public spheres and digital public goods and classify their significance. Students are able to recognise and assess the social and ethical implications of the digital transformation of organizational and managerial practices as well as new forms of digital activism.</p>		
	<p>Prerequisite/s: positive evaluation of the compulsory modules acc. to §8 no. 2 and 3</p>		

8.	Elective Module: Organizing Sustainability	h	ECTS-Credits
a.	VU Sustainability in Organizations Different types, roles, behaviours, and responsibilities of organizations that enable, but also hinder, a more sustainable development	2	5
b.	SE Management of Sustainability Projects Development of sustainability-oriented concepts and implementation plans for sustainability projects of digital work and new forms of transparency and visibility	2	5
	Total	4	10
Learning Outcomes: Students are able to identify sustainability-related topics and issues from the perspective of organizations and to develop and prepare specific knowledge about the management of sustainability projects.			
Prerequisite/s: positive evaluation of the compulsory modules acc. to §8 no. 2 and 3			

9.	Elective Module: Openness as a Principle of Organization	h	ECTS-Credits
a.	VU Open Organizations and the Organization of Openness Philosophical foundations of openness as an organizational principle; various phenomena of organizational openness such as Open Innovation, Open Strategy or Open Government.	2	5
b.	SE Organization of Openness in Different Fields Theoretical concepts of phenomena related to organizational openness, such as organizational participation, inclusion, transparency, sociomateriality, and democracy.	2	5
	Total	4	10
Learning Outcomes: Students can identify and assess various phenomena of organizational openness. They can explain the relationship between openness and other relevant theoretical concepts. In addition, students will be able to embed the ‘organization of openness’ in the philosophical foundations of an ‘open society’.			
Prerequisite/s: positive evaluation of the compulsory modules acc. to §8 no. 2 and 3			

(3) Elective modules acc. to § 9 para. 2 no. 2 to 3:

1.	Elective Module: Module(s) or courses from other Master’s Programmes at the Faculty of Business and Management or the Faculty of Economics and Statistics	h	ECTS-Credits
	Provided that places are available, a module or courses covering 10 ECTS-Credits may be passed from the master’s programmes offered at the Faculty of Business and Management or the Faculty of Economics and Statistics at the University of Innsbruck.	-	10
	Total	-	10
Learning Outcomes: Students have additional knowledge from other subject areas in business and economics and can establish the connections to their own specialised knowledge. They are able to individualise and deepen their profile of expertise by acquiring additional qualifications.			

	Prerequisite/s: The prerequisites specified in the respective curricula are to be met.
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2.	Elective Module: Interdisciplinary Skills	h	ECTS-Credits
	Provided that places are available, modules or courses covering 10 ECTS-Credits may be passed from other master's programmes at the University of Innsbruck.	-	10
	Total	-	10
	Learning Outcomes: Students have additional and in-depth competences, skills and additional qualifications. They can establish the connections to their own specialist knowledge and are able to individualise and deepen their profile of expertise by acquiring additional qualifications.		
	Prerequisite/s: The prerequisites specified in the respective curricula are to be met.		

Instead of the elective modules acc. to §8 para. 2, a Minor for master's programmes or parts of it can be passed provided that places are available. Minors are fixed modules from other disciplines covering 30 ECTS-Credits. They have been announced in the University of Innsbruck Bulletin.

§ 11 Master's Thesis

- (1) In the Master's Programme Organization Studies, a Master's Thesis must be written. The topic of the Master's Thesis must be directly related to one or more of the compulsory modules referred to in §8 (1 to 7) or the elective modules referred to in §9 (1).
- (2) The Master's Thesis is a scientific piece of work.
- (3) When creating the Master's 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's Thesis or to choose it from a number of proposals.
- (5) The Master's Thesis corresponds to a workload of 25 ECTS-Credits.
- (6) The topic and the supervisor of the Master's Thesis may only be submitted on positive completion of the compulsory module referred to in §8 no. 7.
- (7) The completed Master's Thesis must be submitted to the Director of Studies in an electronic form. It must be accompanied by an affidavit confirming that the rules of good scientific practice have been followed.
- (8) It is permissible for several students to work jointly on one single Master's Thesis topic, on the condition that each individual student's contribution is identified distinctly and can be assessed separately.
- (9) With the consent of the supervisor, the Master's Thesis may be written in another language with the consent of the Master's thesis supervisor.

§12 Examination regulations

- (1) The performance evaluation of a module is carried out in the following ways:
 1. In the case of modules that consist of a course without continuous performance evaluation and a course with continuous performance evaluation, the assessment is based on the evaluation of the course with continuous performance evaluations and on an overall examination over the subject matter of the courses of the module, whereby positive evaluation of the course with continuous performance evaluation is a prerequisite for being admitted to the overall examination.

2. In the case of modules that consist exclusively of one or several courses with continuous performance evaluation, the assessment is based on the evaluation of this/these course/s.
- (2) In the case of courses with continuous performance evaluation, the course instructor has to announce the examination method (written/oral/exam paper) before the start of the semester.
- (3) In the case of courses with continuous performance evaluation, the assessment is based on at least two written, oral and/or practical contributions of the participants.
- (4) Methods and types of overall exams:
 1. Overall examinations, with the exception of compulsory module acc. to §8 no. 3, are to be passed as written individual examinations (duration: max. of 90 minutes).
 2. Overall examinations, with the exception of compulsory module acc. to §8 no. 3, are to be passed as oral individual examination.
- (5) The performance evaluation of the compulsory module “Conceptual Design of the Master’s Thesis” is carried out by the supervisor on the basis of the synopsis. Positive evaluation reads “participated with success”, negative evaluation “participated without success”.
- (6) Modules and courses that have been selected from other study programmes are subject to the examination regulations of the curriculum they have been taken from. For extra-curricular Minors the examination regulations of this curriculum apply.

§ 13 Academic Degree

Graduates of the Master’s Programme Organization Studies are awarded the academic degree of "Master of Science", abbreviated as "M.Sc."

§ 14 Coming into force

This curriculum comes into force on 1st October 2024.

§ 15 Transitional regulations

- (1) This curriculum applies to all students, who start the Master’s Programme in Organization Studies as of the 2024/25 winter semester.
- (2) Regular degree students who have started the Master’s Programme in Organization Studies as published in the University of Innsbruck Bulletin of 19 April 2007, Issue 24, No. 187, last amended on 6 June 2023, Issue 47, No. 540 before the 1 October 2024, are entitled to finish this study programme within a maximum of six semesters from this point in time.
- (3) If the Master’s Programme in Organization Studies is not finished in time, the students will be subject to this curriculum. In any case, the students are entitled to subject to this curriculum on a voluntary basis any time.