

**FACULTY OF SOCIETY AND SCIENCE
STUDY COURSE DESCRIPTION**

Course Title:	Organization strategic management				
Course code (LAIS):	VadZ5039				
Study programme:	Strategic communication and government				
	<input type="checkbox"/>	Professional Bachelor			
	<input type="checkbox"/>	Professional Master			
	<input checked="" type="checkbox"/>	Academic Master			
Type of Study programme:	<input checked="" type="checkbox"/>	Compulsory course (Part A)			
	<input type="checkbox"/>	Professional specialization courses (Part B, compulsory)			
	<input type="checkbox"/>	Professional specialization optional courses (Part B, optional)			
	<input type="checkbox"/>	Elective courses (Part C)			
Course Workload:	Credits	ECTS	Academic hours	Contact hours	Independent work hours
	4	6	160	48	112
Course Author/ Tutor:	Inese Vaivare, Mg.sc.pol., Guest lecturer				
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	Vineta Silkāne				
	Dr.psych., Mg.math. vineta.silkane@va.lv				
	Consultation: according to the schedule for each semester				
Study Form:	Full time studies				
Study year, semester:	First year, second semester				
Language:	Latvian/ English				
Prerequisites for the Course:					
Course Summary:	The aim of the course is to provide knowledge and understanding about the role of the strategic planning in the organizational development, advantages and challenges of the strategy process, competency development in the strategic leadership. Students will obtain the skills how to apply the strategy process in organizations.				
Assessment:	Exam				
Requirements for Credits:	<p>Deadlines shall be taken into consideration for research study and group work presentations.</p> <p>All study papers must be relevant to the methodological and study course description requirements.</p> <p>Exam is authorized only after the meeting the requirements of the study course.</p> <p>Attendance rules must be followed.</p> <p>All study papers and presentations must be submitted in time and shall receive a positive grade (at least 4 points)</p> <p>The final exam consists of:</p> <ul style="list-style-type: none"> – Evaluation of the organization (introduction) – 15% – Evaluation of organization – 30 % – Overall strategy of organization – 15 % – Presentation of the evaluation and strategy, implementation plan – 40% 				
Abiding by the Academic Ethics	<p>Students must abide by the academic and research ethics, Vidzeme University of Applied Sciences Ethics Regulations, incl.:</p> <ul style="list-style-type: none"> – study papers must be independently developed; – the study work should reference all statements, ideas and data used that have been authored by someone else; – appropriate data acquisition methods should be used in the acquisition of data, the research ethics must be respected, empirical data must be collected independently and cannot be distorted or falsified; – the examination must be carried out by the student independently, without the use of supporting materials and/or consultations with other students, unless the lecturer states otherwise. 				

	In the event of non-compliance with the academic and research ethics, punishment is imposed in accordance with the ViA Ethics Regulations and the study course must be re-taken, unless the punishment is extramarital.	
Learning Outcomes; the evaluation methods and criteria	Learning Outcomes	The evaluation methods and criteria
	Knowledge	
	Knows the process of the strategy development and implementation.	Independent work, study works, exam
	Knows methods of assessment of organisations.	Independent work, study works, exam
	Knows strategy types	Independent work, study works, exam
	Skills	
	Will be able to evaluate the organisation for the strategy development	Independent work, study works, exam
	Will be able to choose the appropriate strategy for the organisation	Independent work, study works, exam
	Will be able to develop the comparative advantage and innovations	Independent work, study works, exam
	Competency	
Will be able to implement the strategy process	Independent work, study works, exam	
Course Compulsory literature:	<ol style="list-style-type: none"> 1. Caune J., Dzedons A. (2004). Stratēģiskā vadīšana: Funkcionālā, biznesa un korporatīvā līmeņa stratēģija, Rīga: Baltaeko 2. Dess G., Lumpkin G.T., Eisner A., McNamara G. (2008) Strategic Management: Text and Cases, McGraw-Hill Education 3. Anderson, N., Ones, D.S., Sinangil, H.K., Viswesvaran, C. (Eds.) (2002) Handbook of Industrial, Work and Organizational Psychology. Volume 2: Organizational Psychology. London, Thousand Oaks, New Delhi: SAGE Publications. 4. Clegg, S.R., Hardy, C., Lawrence, T.B., Nord, W.R. (Eds.) (2006) The SAGE Handbook of Organization Studies. London : SAGE Publications. Ch.2.1., 2.2., 2.12. 5. Drenth, P.J.D., Thierry, H., Wolf, C.J. (Eds.) (2001) Handbook of Work and Organizational Psychology, Volume 4: Organizational psychology. (2nd Edn) East Sussex: Psychology Press 	
Course additional literature:	<ol style="list-style-type: none"> 1. Bryson J.M. (1995) Strategic Planning for Public and Nonprofit Organizations, Jocey-Bass. 2. Beal B., D. (2014) Corporate Social Responsibility: Definition, Core Issues, and Recent Developments, SAGE 3. Patrick D., Andriopoulos C. (2014) Managing Change, Creativity and Innovation, SAGE 4. Heracleous, L. (2009). Strategy and Organization: Realizing Strategic Management, Cambridge University Press 5. Mumford M.D., Frese, M. (2015). The Psychology of Planning in Organizations, Routledge 6. Grant R.M., (2005) Contemporary Strategy Analysis, Blackwell publishing 7. Dāvidsone, G. (2008) Organizāciju efektivitātes modelis. Rīga: ODA 8. Ešenvalde I. (2007) Pārmaiņu vadība. Rīga: Jānā Rozes apgāds 9. Reņģe V. (2007) Mūsdienu organizāciju psiholoģija. Rīga: Zvaigzne ABC 10. Reņģe, V. (2008) Vadītājs, līderis un līderība. Pārskats par līderības teorijām. // Līderības fenomens Latvijā. Rīga: ODA 	
Course confirmation date:	December 11, 2019.	
Date of course description update:		

Study Course Plan:

Date	Theme	Academic hours		Study Form/ Organization of independent work of students and task description
		Contact hours	Independent work hours	
<i>The date is specified before the implementation of the course</i>	Organizational behavior <ul style="list-style-type: none"> – Organizational culture – Team work – Decision making process in groups and organizations – Conflict management in groups and organizations – Organizational development and change 	12	24	Lectures, seminars, independent work
	Leadership <ul style="list-style-type: none"> – Modern leadership approaches and theories – Power and leadership 	6	12	Lectures, seminars, independent work
	Strategic management <ul style="list-style-type: none"> – Organisational context and sustainable development – Corporate social responsibility – Strategy as a change process, creativity and innovations – Assessment of external and internal environment – Types of strategies, their interaction – Structure of strategy 	26	52	Lectures, seminars, independent work
	Presentations	4	24	Exam
Hours total:		48	112	