

NAME OF THE COURSE	ENTERPRISE ORGANISATION					
Code	EUB204	Year of study	3			
Course teacher	Ivan Matic, PhD, full professor Marina Lovinčević, PhD full professor	Credits (ECTS)	5			
Associate teachers		Type of instruction (number of hours)	L	S	E	F
			26		26	
Status of the course	Mandatory	Percentage of application of e-learning	25%			
COURSE DESCRIPTION						
Course objectives	To provide students with in practice applicable knowledge from the domain of designing fundamental aspects of enterprise organisation: management system, strategy, structure, technology and culture.					
Course enrolment requirements and entry competences required for the course	Prerequisites are prescribed in Faculty of Economics Statute and in Study and studying rule book. Competencies – knowledge about fundamentals of management, computer work skills (MS Office)					
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	<p>Course's learning outcome:</p> <ol style="list-style-type: none"> <li>To effectively design enterprise organisation in the terms of management system, strategy, structure, technology and culture (level 6/7).</li> </ol> <p>Specific learning outcomes:</p> <ol style="list-style-type: none"> <li>To differentiate fundamental terms, principles and theories related to enterprise organisation (level 6).</li> <li>To valorise influential factors of designing enterprise organisation (level 7).</li> <li>To design fundamental dimensions/aspects of enterprise organisation: management system, strategy, structure, technology and culture (level 6/7).</li> <li>To harmonise fundamental aspects of designing enterprise organisation (level 6/7).</li> <li>To propose adequate contemporary contributions of designing enterprise organisation (level 6/7).</li> </ol>					
Course content broken down in detail by weekly class schedule (syllabus)	<b>Lectures</b>		<b>Exercises / Seminars</b>			
		<b>Topic</b>	<b>Hrs</b>	<b>Topic</b>	<b>Hrs</b>	
	1.	Introduction to course – course organisation, ways of working	2	Allocation of students into student teams Presentation of examples of student practical projects	2	
	2.	Introduction to enterprise organisation – term, meaning Video material – students' discussion Self-evaluation quiz – Merlin platform	2	Principles of organisation Case study – students' analysis and critical reflection on identified principles of organisation – Merlin platform	2	
3.	Theories of organisation Video material – students' discussion Self-evaluation quiz – Merlin platform	2	Systems and activities in organisation Practical assignment – identification of systems and	2		

				dimensions of organisation – Merlin platform	
	4.	Influencing factors of enterprise organisation Self-evaluation quiz – Merlin platform	2	Example from practice of influencing factors of enterprise organisation – video material – students’ discussion Practical assignment – identification and analysis of influencing factors of enterprise organisation – Merlin platform	2
	5.	Organisation and management of business resources Video material – students’ discussion Self-evaluation quiz – Merlin platform	2	Organisation of material resources On-line article – students’ discussion Practical assignment – proposition of decisions and actions related to organization and alignment of business resources – Merlin platform	2
	6.	Tasks’ decomposition and grouping On-line article – students’ discussion Self-evaluation quiz – Merlin platform	2	Examples from practice of tasks’ decomposition and grouping – video materials Practical assignment – tasks’ decomposition and grouping and job design – Merlin platform	2
	7.	Fundamental challenges in enterprise organisation Self-evaluation quiz – Merlin platform	2	Example from practice of differentiation in the enterprise – students’ discussion Case study – students’ analysis and critical reflection on the ways of overcoming the fundamental challenges of enterprise organisation – Merlin platform	2
	<b>1st test – mid-semester course evaluation</b>				
	9.	The role of strategy in enterprise organisation Technology as a dimension of enterprise organisation Self-evaluation quiz – Merlin platform	2	The role of strategy and technology in enterprise organisation – video material – students’ discussion Case study – students’ analysis and critical reflection on managerial and organizational decisions in the domains of strategy and technology – Merlin platform	2
	10.	Organizational structure as a dimension of enterprise organisation	2	Example from practice of enterprise’s organizational structure redesign – students’ discussion	2

		Self-evaluation quiz – Merlin platform		Practical assignment – drawing enterprise’s organogram – Merlin platform		
	11.	Organizational culture as a dimension of enterprise organisation Self-evaluation quiz – Merlin platform	2	Example from practice of enterprise’s dominant organizational culture manifestations – video material - students’ discussion Case study – students’ analysis and critical reflection on organizational culture types and manifestations – Merlin platform	2	
	12.	Design of management system in enterprise		Practical examples of management system designs		
	13.	Case study analysis – student practical project	2	Case study analysis – student practical project	2	
	14.	Case study analysis – student practical project	2	Case study analysis – student practical project	2	
	<b>2nd test – end-semester course evaluation</b>					
Format of instruction	<input checked="" type="checkbox"/> lectures <input checked="" type="checkbox"/> seminars and workshops <input checked="" type="checkbox"/> exercises <input type="checkbox"/> on line in entirety <input checked="" type="checkbox"/> partial e-learning <input type="checkbox"/> field work		<input checked="" type="checkbox"/> independent assignments <input checked="" type="checkbox"/> multimedia <input type="checkbox"/> laboratory <input type="checkbox"/> work with mentor <input type="checkbox"/> (other)			
Student responsibilities	<p>Course signature = in order to obtain course signature student must achieve 50% class attendance, actively participate in lectures and exercises and complete self-evaluation quizzes in predefined time frames. Active participation means that the student has completed min 60% of all self-evaluation quizzes in class.</p> <p>Demonstration of acquired learning outcomes through various class/exam activities (self-evaluation quizzes, case studies, practical assignments, student practical project, tests and/or written and oral exams) with the goal of passing the course (required min level for every activity is 50%, except for self-evaluation quizzes).</p>					
Screening student work (name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course)	Class attendance		Research		Participation and practical work in class	2
	Experimental work		Report		(Other)	
	Essay		Seminar essay		(Other)	
	Tests	2	Oral exam		(Other)	
	Written exam		Project	1	(Other)	
Grading and evaluating student work in class and at the final exam	<p>Knowledge evaluation (learning outcomes) through:</p> <ol style="list-style-type: none"> <li>(1) 2 tests or alternatively through written and oral exam,</li> <li>(2) individual and group work on case study analyses and on resolving various practical problems/assignments during the semester or alternatively through written and oral exam, and</li> <li>(3) writing and presenting student practical project, and</li> <li>(4) self-evaluation quizzes</li> </ol> <p>Course grade decomposition:</p>					

	<ul style="list-style-type: none"> <li>○ completed self-evaluation quizzes =&gt; 10% of share in course grade</li> <li>○ written and presented student practical project (min level 50%) =&gt; 20% of share in course grade</li> <li>○ individual and group work on case study analyses and on resolving various practical problems/assignments in the domain of designing fundamental aspects of enterprise organisation (min level 50%) =&gt; 30% of share in course grade</li> <li>○ 2 tests during the semester (min level 50%) =&gt; 40% of share in course grade</li> </ul> <p>Fulfilment of all obligations related to course signature (attendance, self-evaluation quizzes and positively evaluated student's work in class (case studies, practical assignments, seminar essay, student practical project, tests) results in student passing the course in exam pre period.</p> <p>Activities/work aspects, which are not successfully carried-out aspects during the semester by the student, are later subject of evaluation in regular exam periods.</p>																	
Required literature (available in the library and via other media)	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;">Title</th> <th style="width: 15%;">Number of copies in the library</th> <th style="width: 25%;">Availability via other media</th> </tr> </thead> <tbody> <tr> <td>• Authorized lectures' handouts and class materials on course's Merlin page</td> <td style="text-align: center;">0</td> <td style="text-align: center;">Merlin</td> </tr> <tr> <td>• Hernaus, T. &amp; Matić, I. Organizing. In: Gonan Božac, M. (ur.) (2024). <i>Menadžment</i>. Sveučilište Jurja Dobrile u Puli, Pula; pp. 233-281.</td> <td style="text-align: center;">5</td> <td></td> </tr> <tr> <td>• Brčić, R., Hernaus, T., ... Matić, I., ... (2018): <i>Koraci uspješnog organiziranja</i>, Školska knjiga, Zagreb; selected chapters and topics.</td> <td style="text-align: center;">3</td> <td></td> </tr> <tr> <td>• Hatch, M. J. (2018). <i>Organization theory: Modern, symbolic, and postmodern perspectives</i>. Oxford university press.</td> <td style="text-align: center;">1</td> <td></td> </tr> </tbody> </table>	Title	Number of copies in the library	Availability via other media	• Authorized lectures' handouts and class materials on course's Merlin page	0	Merlin	• Hernaus, T. & Matić, I. Organizing. In: Gonan Božac, M. (ur.) (2024). <i>Menadžment</i> . Sveučilište Jurja Dobrile u Puli, Pula; pp. 233-281.	5		• Brčić, R., Hernaus, T., ... Matić, I., ... (2018): <i>Koraci uspješnog organiziranja</i> , Školska knjiga, Zagreb; selected chapters and topics.	3		• Hatch, M. J. (2018). <i>Organization theory: Modern, symbolic, and postmodern perspectives</i> . Oxford university press.	1			
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Optional literature (at the time of submission of study programme proposal)	<ul style="list-style-type: none"> <li>• Puranam, P. (2018). <i>The microstructure of organizations</i>. Oxford University Press.</li> <li>• Jones, G. (2013): <i>Organization Theory, Design and Change, 7th Ed</i>, Pearson Prentice Hall, Upper Saddle River, NJ, USA.</li> <li>• Sikavica, P. (2011): <i>Organizacija</i>, Školska knjiga, Zagreb.</li> <li>• Warrick, D. D. (2017). What leaders need to know about organizational culture. <i>Business Horizons</i>, 60(3), 395-404.</li> <li>• Johansson, J., Abrahamsson, L., Kåreborn, B. B., Fältholm, Y., Grane, C., &amp; Wykowska, A. (2017). Work and organization in a digital industrial context. <i>Management Revue</i>, 281-297.</li> <li>• Zakrzewska-Bielawska, A. (2016). Perceived mutual impact of strategy and organizational structure: Findings from the high-technology enterprises. <i>Journal of Management &amp; Organization</i>, 22(5), 599-622.</li> <li>• Buble, M. (ur.) (2010): Utjecaj organizacijskih varijabli na uspjeh programa unapređenja poslovnih procesa, Ekonomski fakultet Sveučilišta u Splitu, Split.</li> </ul>																	
Quality assurance methods that ensure the acquisition of exit competences	<ul style="list-style-type: none"> <li>• Screening students' class attendance achievements, active participations in class and successfulness of carrying-out other obligations (teacher)</li> <li>• Monitoring of class execution (Vice Dean for Education and student affairs)</li> <li>• Analysis of studying successfulness according to all program's courses (Vice Dean for Education and student affairs)</li> <li>• Students survey on quality of teacher and classes for every course in the program (UNIST, Centre for quality improvement)</li> <li>• Through exam, which teacher carries-out, all courses' learning outcomes are evaluated. Periodically the content of the exam is evaluated, according to which the appropriateness of the manner of evaluation of learning outcomes is being determined (Vice Dean for Education and student affairs)</li> </ul>																	
Other (as the proposer wishes to add)																		