

DOCTORAL PROGRAMME IN ECONOMICS AND BUSINESS

Faculty of Economics, University of Ljubljana

COURSE: FRONTIERS OF MANAGEMENT

Academic Year: 2018/2019

dr. Vlado Dimovski, Full Professor**dr. Luca Guistiniano, Full Professor****Course coordinator: assist. dr. Barbara Grah****Information on the Course****Course Objectives**

It is the objective of this course to guide doctoral students of the University of Ljubljana, Faculty of Economics, in the direction of the latest trends within the field of organization and management research and practice. By attending this course, the students will enrich their knowledge and their perspectives of organization and management. Throughout the course, the students will obtain valuable information and advice of how to use this knowledge in their PhD theses in progress. Interactive lectures, enriched with practical work related to studied topics will be given to offer them a chance to actively prepare for presentation of their Doctoral Conference.

Vlado Dimovski, PhD, Full Professor

Vlado Dimovski, PhD, is a full professor of management and organizational theory at the Management and organization unit at the University of Ljubljana, Faculty of Economics, Slovenia and lectures at several undergraduate, postgraduate and doctoral courses. His primary areas of expertise are organizational learning, learning organization, knowledge management, modern management theory and leadership, with the focus on domestic, as well as international environment. Professor Dimovski has taught and researched at the various universities and institutions worldwide. Professor Dimovski has published several articles in recognized journals (80+ published scientific articles), as well as 8 scientific monographs, next to numerous other works, as his bibliography includes 1,300 units. He is also consultant for companies and international institutions and governments in the region through which he shares his experiences gained. Professor Dimovski also heads the national program research group, with the focus on researching various issues related to knowledge management and organizational

learning in contemporary organizations and is a Member of the European Academy of Sciences and Arts (2016-).

Luca Guistiniano, PhD, Full Professor

Luca Guistiniano is Professor of Organization Studies at the LUISS Guido Carli University (Rome, Italy) and is Director of the Centre for Research in Leadership, Innovation, and Organisation (CLIO). His research interests are focused on organisation design. He has been visiting scholar at the Viktoria Institute (Sweden), the Sauder School of Business (Canada), the Interdisciplinary Centre for Organizational Architecture (Denmark), the Nova School of Business and Economics (Portugal) and Waseda Institute for Advanced Study (Japan). His papers have appeared in the British Journal of Management, Management Learning, European Management Review, European Management Journal, Journal of Knowledge Management, Journal of Organizational Change Management.

Course Structure

Please note that the dates are not final yet and are subject to change

Day 1 (TBD, Monday, May 6, 2019) Professor Dimovski and Professor Guistiniano:

- Course introduction
- Classic Books in Management + student's presentations
- Miles-Snow Typology and the Network Organization

Day 2 (TBD, Tuesday, May 7, 2019) Professor Dimovski and Professor Guistiniano:

- Organization design at the frontier of Organizations:
 - Digital organization and digital organizing
 - Debate about hierarchy
 - Vanishing of organizational boundaries

Day 3 (TBD, Monday, May 13, 2019) Professor Dimovski:

- Organizational Design Part I

Day 4 (TBD, Monday, May 14, 2019) Professor Dimovski:

- Organizational Design Part II

Day 5 (TBD, Thursday, May 20, 2019) Professor Dimovski:

- Frontiers of Management Selected Topics

Day 6 (TBD, Tuesday, May 21, 2019) Professor Dimovski:

- Student's framework of publishable scientific article presentations and discussions
- Course wrap-up

Course Requirements / Assignments

In order to pass this course, the students are expected to fulfill the following requirements (all submissions and presentations have to be in English since it is the official language of the course):

- Classic book presentation (presentation May 6, 2019) (20%)
- Required readings + in-class discussions at all sessions (20%)
- A framework of publishable scientific (scholarly) article (submission: May 21, 2019) (20%)
- A publishable scientific (scholarly) article (submission: September 6, 2019) (40%)

Classic book presentation assignment:

Each student is obligated to:

1. chose one book (not the same as your colleagues) and inform course coordinator assist. Barbara Grah at barbara.grah@ef.uni-lj.si on your choice (first come first served basis),
2. read the book and find out as much as you can about it, so you will be able to present its content as well as value added in class, and
3. prepare presentation and send it to barbara.grah@ef.uni-lj.si, no later than May 5th, 6 pm. Your presentation should not exceed 5 minutes and will count for 20% of your final grade.

1. F.W. Taylor. 1911. *The Principles of Scientific Management*.
2. H. Fayol. 1917. *Administration Industrielle et Generale*.
3. E. Mayo. 1927-32. *Hawthorne and the Western Electric Company*.
4. C.I. Barnard. 1938. *The Functions of the Executive*.
5. P.F. Drucker. 1946. *Concept of the Corporation*.
6. J.G. March & H.A. Simon. 1958. *Organizations*.
7. A.D. Chandler. 1962. *Strategy and Structure: Chapters in the History of Industrial Enterprise*.
8. P.R. Lawrence & J.W. Lorsch. *Organization and Environment*.
9. J.D. Thompson. 1967. *Organizations in Action*.
10. H. Mintzberg. 1973. *The Nature of Managerial Work*.
11. J.R. Galbraith. 1973. *Designing Complex Organizations*.
12. R.E. Miles & C.C. Snow. (1978). *Organizational Strategy, Structure, and Process*.
13. M.E. Porter. 1980. *Competitive Strategy*.

A framework of publishable scientific (scholarly) article:

Each student should prepare a framework of a publishable scientific article (2-4 text pages), include, among other: targeted journal, research topics, research question(s), proposed methodology, expected results and value added.

A publishable scientific (scholarly) article

Final deadline for the submission of the final (full) version of the publishable scientific article: The publishable scientific article has to be sent in electronic form to vlado.dimovski@ef.uni-lj.si until September 6, 2019 at noon. Late submissions will not be accepted.

PLEASE USE THE TITLE PAGE IN THE APPENDICES FOR THE FRAMEWORK DOCUMENTS!

“Publishable” means of a good enough quality and methodologically strong enough to be appropriate for publication in a top (SCI or SSCI indexed) journal.

For the typical structure of the scientific article, see the presentations, presented within your PhD research methods course.

Readings:**Day 1, Part 1: Classic Books in Management**

1. F.W. Taylor. (1911). *The Principles of Scientific Management*.
2. H. Fayol. (1917). *Administration Industrielle et Generale*.
3. E. Mayo. (1927-32). *Hawthorne and the Western Electric Company*.
4. C.I. Barnard. (1938). *The Functions of the Executive*.
5. P.F. Drucker. (1946). *Concept of the Corporation*.
6. J.G. March & H.A. Simon. (1958). *Organizations*.
7. A.D. Chandler. (1962). *Strategy and Structure: Chapters in the History of Industrial Enterprise*.
8. P.R. Lawrence & J.W. Lorsch. *Organization and Environment*.
9. J.D. Thompson. (1967). *Organizations in Action*.
10. H. Mintzberg. (1973). *The Nature of Managerial Work*.
11. J.R. Galbraith. (1973). *Designing Complex Organizations*.
12. R.E. Miles & C.C. Snow. (1978). *Organizational Strategy, Structure, and Process*.
13. M.E. Porter. (1980). *Competitive Strategy*.

Day 1, Part 2: Miles-Snow Typology and the Network Organization

1. C.C. Snow. (2015). Organizing in the Age of Competition, Cooperation, and Collaboration. *Journal of Leadership & Organizational Studies*, 22(4), 433-442.
2. R.E. Miles & C.C. Snow. (1994). *Fit, Failure, and the Hall of Fame: How Companies Succeed or Fail*. New York, NY: Free Press. (Ch. 7).

Day 2: Organization design at the frontier of Organizations

1. Cappa, F., Laut, J., Nov, O., Giustiniano, L., & Porfiri, M. (2016). Activating social strategies: Face-to-face interaction in technology-mediated citizen science. *Journal of environmental management*, 182, 374-384.
2. Giustiniano, L., Griffith, L.T., Majchrzak, A. (2019). Crowd-Open and Crowd-Based Collaborations: Facilitating the Emergence of Organization Design. In J. Sydow & H. Berends (Eds): *Managing Interorganizational Collaborations – Process Views* (Research in the Sociology of Organizations - RSO - Series, ed. by Michael Lounsbury), Forthcoming.
3. Kornberger, M. (2017). The visible hand and the crowd: Analyzing organization design in distributed innovation systems. *Strategic Organization*, 15(2), 174-193.
4. Majchrzak, A., Griffith, T. L., Reetz, D. K., & Alexy, O. (2018). Catalyst Organizations as a New Organization Design for Innovation: The Case of Hyperloop Transportation Technologies. *Academy of Management Discoveries*, Forthcoming - URL: <https://doi.org/10.5465/amd.2017.0041>
5. Puranam, P., Alexy, O., & Reitzig, M. (2014). What's "new" about new forms of organizing?. *Academy of Management Review*, 39(2), 162-180.
6. Snow, C. C., Fjeldstad, Ø. D., & Langer, A. M. (2017). Designing the digital organization. *Journal of Organization Design*, 6(1), 7. URL: <https://jorgdesign.springeropen.com/track/pdf/10.1186/s41469-017-0017-y>

Day 3 and Day 4: Organizational Design

1. Burton, R. M, Obel, B., & Håkonsson, D. D. (2015). *Organizational Design: A Step-by-Step Approach* (3rd ed.). Cambridge: Cambridge University Press.
2. Puranam, P. (2018). *The Microstructure of organization*. Oxford: Oxford University Press.

Day 5: Advanced Management Overview and Frontiers of Management Selected Topics

1. Dimovski, V., Penger, S., Peterlin, J., Grah, B., Černe, M., & Klepec, M. Penger, S (editor). (2017). *Advanced management and leadership practice*. Essex: Pearson education limited.

Day 6: Student's framework of publishable scientific article presentations and discussions

Student's additional sources

Grading

The structure of the grade for this course is as follows:

1. Classic book presentation: 20%
2. In-class Discussions: 20%
3. Scientific Article Framework and Presentation: 20%
4. Scientific Article: Final Submission: 40% (CONDITION!)

University of Ljubljana, Faculty of Economics
Doctoral programme in Economics and Business
Course: **Frontiers of Management**
Professors: **prof. dr. Vlado Dimovski, prof. dr. Luca Guistiniano**
Course coordinator: **assist. dr. Barbara Grah**
Academic Year: **2018/2019**

Framework of Publishable Scientific Article:

(TITLE)

Student fills in:

Name and Last Name: _____

Enrollment Number: _____

Date of the Review/Presentation: Ljubljana, _____

Professor fills in:

Comments: _____

Note: _____

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Publishable Scientific Article:

(TITLE)

Student fills in:

Name and Last Name: _____

Enrollment Number: _____

Date of the Review/Presentation: Ljubljana, _____

Professor fills in:

Comments: _____

Note: _____