



Course and Examination Fact Sheet: Spring Semester 2021

8,367: Institutional Complexity and Organisations

ECTS credits: 4

Overview examination/s

(binding regulations see below)

Decentral - Presentation (in groups - all given the same grades) (30%)

Examination time: term time

Decentral - Written examination (70%, 90 mins.)

Examination time: term time

Attached courses

Timetable -- Language -- Lecturer

[8,367,1.00 Institutional Complexity and Organisations](#) -- Englisch -- [Schedler Kuno](#)

Course information

Course prerequisites

No prerequisites for this course.

Learning objectives

In this course, students deep-dive into neo-institutional organisation theory (NIOT), one of the leading theories in organisation studies. NIOT is an approach to understanding organisations as the product of social rather than economic pressures. Using NIOT as a frame, students learn how organisations interact with their social environment and how they respond to complex institutional frames.

At the end of the course, students are able to:

- Understand the key concepts of NIOT
- Find appropriate theoretical lenses to explain institutional complexity and organisational responses to environmental pressures
- Apply the concepts of NIOT to gain insights into international organisations, governments and NGOs.

Course content

This course deals with NIOT and its application. The cases discussed in class are typically of practical relevance for students in the field of international affairs, public management and governance.

Key contents presented during the lectures include:

- Historical overview of NIOT
- Basic concepts of NIOT: Infusion of value, Diffusion, Rational myths, Loose coupling, Legitimacy, Isomorphism
- Organisational responses to institutional pressures
- Institutional work as the process for creating, maintaining and disrupting institutions
- Institutional logics as systems of cultural elements by which people and organisations make sense of their activities
- Pluralism, complexity and collision of institutional logics
- Translation and adaptation of institutional logics and practices from one context to another
- Discussion of multiple cases with application of these concepts to the context of international organisations, governments and NGOs.

Course structure



This course takes place every week and is based on lectures, discussions and group work. Students are expected to attend all sessions of lectures and participate actively in discussions. Readings must be completed prior to sessions, as lectures generally build on the required materials. Attendance of lectures is essential for successful completion of the course. Group work is a vital addition to the weekly lectures, as it provides opportunities for students to deepen knowledge and apply skills acquired during the lectures.

Course literature

A digital reader with required readings and cases for discussion is made available on StudyNet.

Additional course information

The course takes place face-to-face, whenever possible. In the case of the President's Board having to implement new directives due to the SARS-CoV-2 pandemic in SpS2021, the course information listed above will be changed as follows:

- The course is conducted online via the platform Zoom;
- The recordings of the course are available for 30 days.
- There are no changes necessary to the examination format. The exam will take place online.

Examination information

Examination sub part/s

1. Examination sub part (1/2)

Examination time and form

Decentral - Presentation (in groups - all given the same grades) (30%)

Examination time: term time

Remark

Final in-class group presentation

Examination-aid rule

Practical examination

No examination-aid rule is necessary for such examination types. The rules and regulations of the University of St. Gallen apply in a subsidiary fashion.

Supplementary aids

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Examination languages

Question language: English

Answer language: English

2. Examination sub part (2/2)

Examination time and form

Decentral - Written examination (70%, 90 mins.)

Examination time: term time

Remark

Final in-class individual written exam

Examination-aid rule

Extended Closed Book

The use of aids is limited; any additional aids permitted are exhaustively listed under "Supplementary aids". Basically, the



following is applicable:

- At such examinations, all the pocket calculators of the Texas Instruments TI-30 series and mono- or bilingual dictionaries (no subject-specific dictionaries) without hand-written notes are admissible. Any other pocket calculator models and any electronic dictionaries are inadmissible.
- In addition, any type of communication, as well as any electronic devices that can be programmed and are capable of communication such as notebooks, tablets, mobile telephones and others, are inadmissible.
- Students are themselves responsible for the procurement of examination aids.

Supplementary aids

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Examination languages

Question language: English

Answer language: English

Examination content

Group presentation. Students are divided in small groups (2-3 participants) and expected to apply the lenses of NIOT to analyse a relevant contemporary phenomenon in the field of international organisations, governments and NGOs. This group assignment is weighted 30% of the final course grade.

Individual written exam. At the end of the course, students complete a written exam containing open questions to verify the achievement of the learning goals on an individual basis. The exam is weighted 70% of the final course grade.

Examination relevant literature

Examination is based on the digital reader made available through StudyNet.

Please note

Please note that only this fact sheet and the examination schedule published at the time of bidding are binding and takes precedence over other information, such as information on StudyNet (Canvas), on lecturers' websites and information in lectures etc.

Any references and links to third-party content within the fact sheet are only of a supplementary, informative nature and lie outside the area of responsibility of the University of St.Gallen.

Documents and materials are only relevant for central examinations if they are available by the end of the lecture period (CW21) at the latest. In the case of centrally organised mid-term examinations, the documents and materials up to CW 12 are relevant for testing.

Binding nature of the fact sheets:

- Course information as well as examination date (organised centrally/decentrally) and form of examination: from bidding start in CW 04 (Thursday, 28 January 2021);
- Examination information (regulations on aids, examination contents, examination literature) for decentralised examinations: in CW 12 (Monday, 22 March 2021);
- Examination information (regulations on aids, examination contents, examination literature) for centrally organised mid-term examinations: in CW 12 (Monday, 22 March 2021);
- Examination information (regulations on aids, examination contents, examination literature) for centrally organised examinations: two weeks before the end of the registration period in CW 14 (Thursday, 8 April 2021).