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CENTRAL EUROPEAN MANAGEMENT INSTITUTE

ORGANIZATION & PROCESS MANAGEMENT

Lecturer: Álvaro Aznar García.

WHAT DO YOUR STUDENTS GAIN FROM THE STUDY AND FROM COMPLETING THIS SUBJECT

Studying this subject will give you a complete understanding of the different type of organizational types existing in business and how the companies have to adapt it as the company grows and as well of how to interlink your organization with your processes and your strategy.

After completing this subject, you will be able to detect the organizational type of any company and analyze if this is the right one for its cycle state and its existing strategy. You will be able to develop an integrated model to state who does what in any company.

Studying this subject will mainly give you an opportunity to continuously **consult your lecturer, an expert on the topic, about real problems, practical cases and situations**, and to design a solution to these problems in the form of practically oriented case study (essay) elaborated under the lecturer's guidance. As the consultations are not held in groups but only between you and the lecturer, you **can consult also sensitive company issues**, including specific data etc., without any worries about sharing this information with other students.

The output from this subject is thus a valuable document that can be immediately used in your own company or job, providing high value-added thanks to one-to-one consultations with an expert.

EXAMPLES OF FIELDS AND TOPICS TO BE CONSULTED WITH THE LECTURER

- Focus of the essay in the company chosen: For example: Global focus, national/business line focus.
- Understanding the organizational type of your company. Sometimes in real company the organizational hierarchy is a mixed model of the ones studied.
- Completeness of the essay and overall integration of the case.
- Correct use of the employee-process grid.
- Appropriate English register for a formal assignment.
- More topics within the lecturer's area of competence can be agreed upon

COMPLETION OF THE SUBJECT

In order to complete the subject, students elaborates an **essay** in which they **address a specific topic from their practice** related to the given subject, or one of the **model topics prepared by the lecturer** (see below). The essay should contain **7-10 pages in the A4 format**, comprising at least **8 standard pages of text**. You could The evaluation of the essay is done by the lecturer and expressed in percentage. **50% and more** means that the student has **completed the subject successfully**.

MODEL TOPICS FOR THE ESSAY

1. Specify the organizational type of the company chosen.
2. Graph the organizational chart of the company chosen.



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3. Graph the main processes of the company and subprocesses of one process that you know in detail.
4. Make a job description of one key position in your company.
5. Make the employee-process grid of the subprocesses of the process chosen in the point 3.
6. State and analyse if the company organizational chart in the company chosen fits well with its strategy.
STUDY LITERATURE AND OTHER RESOURCES
Supporting study materials elaborated by the lecturer (available online in the study system)
Study literature (Authors: Name, Publisher, Year of publishing, ISBN):
Naomi Stanford. Guide to organization design. 2007. The economist.
Hatch, 2013. Organizational theory. Oxford University Press
Hammer & Champy. Reengineering the corporation. 2009. HarperCollins.
Other useful resources (videos, online professional groups, blogs, discussions etc.):
Is your company a learning organization: Is Yours a Learning Organization? (hbr.org)
Benefits from Business Process management: 9 Benefits of Business Process Management (BPM) and Why You'll Love It Process Street Checklist, Workflow and SOP Software