

**Organisational Structures and Dynamics**

Code: 44245  
ECTS Credits: 10

Degree	Type	Year	Semester
4317141 School Leadership for Educational Innovation	OB	0	2

The proposed teaching and assessment methodology that appear in the guide may be subject to changes as a result of the restrictions to face-to-face class attendance imposed by the health authorities.

**Contact**

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**Use of Languages**

Principal working language: spanish (spa)

**Teachers**

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**Prerequisites**

No prerequisites have been established to study this subject

**Objectives and Contextualisation**

Acquiring the appropriate knowledge to manage the resources of the organization (space and time), as well as applying the most appropriate strategies and dynamic techniques for managing people

**Competences**

- Advise on and intervene in problems and processes related to the organisation and management of educational institutions.
- Analyse and solve complex problems in organisation, leadership and institutional management from a multidisciplinary perspective.
- Collaborate and work with your team.
- Continue the learning process, to a large extent autonomously.
- Promote safe, healthy and sustainable educational institutions.
- Solve problems in new or little-known situations within broader (or multidisciplinary) contexts related to the field of study.

**Learning Outcomes**

1. Adopt a constructive, respectful attitude in situations of institutional conflict.
2. Adopt a positive attitude towards the search for solutions to problems in education.
3. Apply mediation tools in group conflict situations.
4. Construct an organisational culture based on a safe, healthy and sustainable model.

5. Facilitate communication between all members of the work team.
6. Identify individual contributions to teamwork.
7. Identify the main problems of an organisational unit.
8. Lend support to the processes of organisational development.
9. Propose measures for solving organisational problems and dysfunctions in formal and non-formal education.
10. Systematically review individual and group tasks, activities and output.

## Content

- Basis of effective and efficient management
- Bureaucratic models versus management models focused on change and constant improvement
- Differentiated management processes of educational institutions: organization of space, organization of time, organization of people
- Human relations: management of participation and communication, conflict management, collective knowledge management
- The administrative management of an educational organization
- The financial management of an educational organization

## Methodology

This is a blended study with a high percentage of autonomous and supervised work. Each unit lasts for 3 weeks, at this time the student must participate in the discussion forums and solve the activities that are proposed. The reports of the activities delivered by the students, one per module, consist of different activities defined by the teacher in charge of each module. At the beginning of each module, the student receives a rubric with the evaluation criteria and the percentage of its value in the total evaluation of the module.

Annotation: Within the schedule set by the centre or degree programme, 15 minutes of one class will be reserved for students to evaluate their lecturers and their courses or modules through questionnaires.

## Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Conferences	4	0.16	7, 9
Type: Supervised			
Case studies, exercises and problem solving virtually	120	4.8	8, 3, 4, 2, 5, 7, 6, 9, 10, 1
Discussion forum	5	0.2	8, 3, 4, 2, 5, 7, 6, 9, 10, 1
Tutoring / Guidance on how to approach personal study	5	0.2	8, 3, 4, 2, 5, 7, 6, 9, 10, 1
Type: Autonomous			
Case studies, exercises and problem solving virtually	46	1.84	8, 3, 4, 2, 5, 7, 6, 9, 10, 1
Reading papers and reports	60	2.4	8, 3, 4, 2, 5, 7, 6, 9, 10, 1

## Assessment

In the evaluation of the module, the following criteria will be taken into consideration: the quality of the activities carried out, participation in the forums, the learning achieved, the link between the responses and professional practice, and their relevance to the purposes and content of the master's degree.

The average of the final evaluation of the five modules (15% each module) will mean 75% of the final grade and the Master's Final Project the remaining 25%. In order to pass to the presentation and evaluation of the TFM, it is necessary to obtain an average of the modules greater than 5 and have passed more than 80% of the unit. The works must be delivered in the moodle classroom in the established time. The head of the unit must report the result of their correction within a period not exceeding fifteen days after the delivery of the work. At the end of the modules they will be given the opportunity to recover, if necessary, the failed modules.

Copying or plagiarism, in any type of evaluative test, constitutes a crime and will be penalized with a 0 as a grade for the course, losing the possibility of recovering it. A work or activity will be considered "copied" when it reproduces all or a significant part of the work of another partner. A work or activity will be considered "plagiarized" when a part of an author's text is presented as its own without citing the sources, regardless of whether the original sources are on paper or in digital format.

[http://wuster.uab.es/web\\_argumenta\\_obert/unit\\_20/sot\\_2\\_01.html](http://wuster.uab.es/web_argumenta_obert/unit_20/sot_2_01.html)

To pass this course, the student must show good general communicative competence, both orally and in writing, and a good command of the language or the vehicular languages that appear in the teaching guide. Linguistic correction, writing and formal presentation aspects will be taken into account in all activities. Students must be able to express themselves fluently and correctly and must show a high degree of understanding of academic texts. An activity can be returned (not evaluated) or suspended if the teacher considers that it does not meet these requirements.

## Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Attendance at conferences and complementary activities	5%	1	0.04	7
Personal reflection regarding the learning done in the module. Reflective Practice	5%	1	0.04	8, 4, 5, 7, 6, 1
Presentation of the Strategic Plan	40%	4	0.16	8, 3, 4, 2, 5, 7, 6, 9, 10, 1
Proposal for improvement of the educational center	40%	4	0.16	8, 3, 4, 2, 5, 7, 6, 9, 10, 1

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## Software

It does not require of a specific software