UAB
Universitat Autònoma de Barcelona

Organisational Structures and Dynamics

Code: 44245
ECTS Credits: 10

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

Contact

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Teaching groups languages

You can check it through this link. To consult the language you will need to enter the CODE of the subject. Please note that this information is provisional until 30 November 2023.

Teachers

Maria del Mar Duran Bellonch

Aleix Barrera Corominas

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 unit, consist of different activities defined by the teacher in charge of each unit. At the beginning of each unit, the student receives a rubric with the evaluation criteria and the percentage of its value in the total evaluation of the unit.

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. In addition, it is essential to show an attitude compatible with the educational profession.

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%. 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

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 considered 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.

It is necessary to hand in the activities of this module at two different times. The activities of unit 4A will be delivered at the latest on 07/04/2024 at 23:55 Spanish time and the activities of unit 4B will be delivered at the latest on 28/04/2024 at 23:55 Spanish time. If the unit grade is insufficient, the faculty responsible for the module will allow a period of 15 days for the student to redo the activities that do not reach the required level.

Students who wish to take advantage of the single evaluation will be able to hand in all the activities of the module on June 10 and will be able to take advantage of the same recovery system that has been used by students who opt for continuous evaluation.

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Participation and implication in the forums posed and in the sessions of follow-up of the units	10%	1	0.04	7

Personal reflection regarding the learnings realized in the module and resolution of complementary activities	10%	1	0.04	8, 4, 5, 7, 6, 1
Preparation and development of the activities of application	40%	4	0.16	8, 3, 4, 2, 5, 7, 6, 9, 10, 1
Preparation and development of the activities of development	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