The doctoral studies in organization and management equips students with an understanding of the key management theories and in-depth knowledge in their own area of expertise, excellent research skills, and a supportive, collegial research environment. Our professors, among the leading experts in their fields, guide the academic development.

The program welcomes postgraduate students with curious minds, who are enthusiastic about research and open to new ideas and research methods. The program offers opportunities to engage with a wide variety of topics. Among others, our students tackle wicked problems and grand challenges, explore the emergence and development of technologies and industries, and address the novel challenges for leadership, strategy, and work.

While the focus of the program is to prepare the graduates for a career in academia, the studies also support research and development careers in industry, the public sector, and NGOs.

We advise potential applicants to discuss their research plans with the professors of the discipline before completing the application.

### Degree requirements

#### Common studies 12 ECTS

Please see Common core studies for course selection.

#### Specialization area studies 48 ECTS

Specialization area studies (48 ECTS) include Common studies in specialization area (business) (6-18 ECTS) and Disciplinary studies (Organization and management) (30-42 ECTS).

#### Disciplinary studies (Organization and management)

Disciplinary studies are composed of activities equivalent to 5-7 courses. Some events are mandatory (15 ECTS credits) and others elective (15-27 ECTS credits). The elective studies can contain courses or reading circles organized by the Organization and Management unit, courses taken elsewhere, or equivalent learning events agreed with the student’s main dissertation advisor (e.g. study circles, papers, book/readings exams, essays).

#### Mandatory disciplinary studies 15 ECTS

<table>
<thead>
<tr>
<th>Course code</th>
<th>Course name</th>
<th>ECTS</th>
<th>Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>21L25000</td>
<td>Getting started (Tutkimustyön käynnistäminen)</td>
<td>3</td>
<td>I-II</td>
</tr>
<tr>
<td>21L26100</td>
<td>Tutorial in Organization Studies A (Organisaatiotutkimuksen tutoriaali A)</td>
<td>3</td>
<td>I</td>
</tr>
<tr>
<td>21L26200</td>
<td>Tutorial in Organization Studies B (Organisaatiotutkimuksen tutoriaali B)</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>21L11109</td>
<td>Perspectives on Organization</td>
<td>6</td>
<td>I-II</td>
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<tr>
<td>21L20011</td>
<td>Research Seminar (Tutkimusseminaari)</td>
<td>0</td>
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</table>

The “Getting Started” seminar introduces the new doctoral students to the program and to conducting doctoral studies more generally. The two tutorials (A and B) support and mark the progress in thesis research. The tutorials are mandatory for those who have started their doctoral studies in 2015 or later. Together, these three seminars structure the progress of the studies.

Those who have started their studies earlier than 2015 can take the tutorials as electives, and for them the mandatory studies include Research paper (21L 25100, 3 ECTS cr) and altogether 12 ECTS credits. These students can choose whether they want to proceed according to the older requirements (with the mandatory Research paper) or move to the new requirements (with the two mandatory tutorials).

It is recommended that the new student takes the course Perspectives on Organization during the first year of studies. Participation in the Research seminar continues throughout the studies. See below for courses and other learning activities organized by the discipline.

#### Courses organized by other academic units:

Research Methods in Industrial Engineering and Management (TU-L0000), 5 ECTS. Department of Industrial Engineering and Management, School of Science. Organized by Professor Henri Schildt.
Courses offered by various institutes, academic organizations and networks:

- PRME Nordic: The UN’s Principles for Responsible Management Education (PRME) Nordic Chapter organizes a doctoral course on sustainable and responsible management **once in every two years**.
- SCANCOR - The Scandinavian Consortium for Organizational Research, Stanford University, [https://scancor.org/](https://scancor.org/) Organizes PhD workshops, and research stays in Stanford University.

Contact

Organization and Management programme is organized by Department of Management Studies.

Doctoral studies in Organization and Management: Professor Nina Granqvist ([firstname.lastname@aalto.fi](mailto:firstname.lastname@aalto.fi))

Other contact information is listed on page Contact.