Organisational Design and Development
A specialisation of the Master’s programme in Business Administration
Nijmegen School of Management

Introduction
Are you interested in how organisations can be designed in a way that ensures they operate efficiently and fulfil their societal role? Would you like to develop interventions that address structural problems, and also take into account the social aspects of change in organisations? Then our Master’s specialisation Organisational Design and Development (OD&D) is the perfect choice for you. The OD&D specialisation will train you to combine a research perspective on the meaning and role of organisation with a practical perspective on how to actually go about designing and developing successful organisations. You will gain advisory skills and learn to conduct research, typically in close cooperation with an organisation.

Why should you choose OD&D in Nijmegen?
- The only specialisation that combines structural and social aspects of organisational design and development in the Netherlands
- The programme includes research on social practices and change processes in organisations
- It enables students to analyse structural problems building on the tradition of socio-technical systems theory
- Theory and action-based learning
- Research methods and intervention theory

The programme
This is a one-year Master’s programme (60 ECs) and it is structured as follows:
- Five specialisation courses (30 ECs)
- Two elective courses (12 ECs)
- Master’s thesis (18 ECs)
Once you have graduated, you will be awarded a Master of Science degree (MSc).

Charissa van Mourik
Alumna of OD&D

‘This specialisation focuses on interventions in the structure of organisations. The position of organisations in society is also an integral focus of this specialisation. The small-scale education and the contact between teachers and students is something I really appreciated.’

Prof. Kristina Lauche
Chair Organisational Design and Development

‘My experience with organisations in practice is that they either develop a grand plan for change and forget about the people, or only focus on soft factors and ignore underlying structural problems. Our programme prepares students to consider both structural and social aspects.’

change perspective

Radboud University
Admission requirements
You are required to have a Bachelor's degree in Business Administration from a Dutch university, or an equivalent degree from a university outside the Netherlands (with sufficient coverage of research methods). You must also have sufficient proficiency in English. For details, please visit www.ru.nl/masters/business/admission.

Application deadlines
The programme starts in the week of 1 September. The application deadline is 1 April for students from non-EU/EEA countries and 1 May for students from within the EU/EEA. Successful international applicants who apply before these dates will be guaranteed accommodation and support with the visa and residence permit application. If you apply after these dates, we will still consider your application and provide assistance where possible, but accommodation cannot be guaranteed.

How to apply?
Your application procedure depends on your previous education.
Dutch students can apply via: www.studielink.nl.
International students can apply via: www.ru.nl/masters/application.

Changing perspective
As an Organisational Design and Development student, during Period 3 in Semester 2, you will choose two elective courses from the Business Administration programme. All six specialisations offer one or more electives. As a student, you are free to choose two of them. Some examples of elective courses are: Forms of Responsible Organising (offered by Marketing), Competition and Cooperation (offered by Strategic Management) or International Human Resource Management (offered by Strategic Human Resource Management).

In addition, it is possible to combine writing your Master's thesis with doing research in an organisation during this specialisation. This is an ideal preparation for the future professional field, as it allows you to put your theoretical knowledge into practice and to experience what type of organisation best fits your wishes. More information about our staff and the OD&D programme can be found on our website.

Finally, Radboud University offers two different honours programmes for talented students: ‘Reflections on Science’ and ‘Reflections on Professions’. During these programmes students can continue to develop various skills that will prove to be useful in their career inside or outside the academic world.

Career prospects
Our graduates are well qualified and employers are keen to hire them. Our graduates are found in management positions in many governments and national and international companies. Most of the graduates of OD&D work as consultants. Some graduates start a traineeship and some go on to pursue a PhD in Business Administration.

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