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 Organisational Design and Development 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) in Business Administration.

Hilde Thomassen, MSc
Alumna of the specialisation OD&D
'I liked that the specialisation not only focuses on either design or development of organisations, but on the combination of the two. And that it addressed the social factors and drivers of an organisational change process and not only the structural and economic factors. Following this specialisation made sure I got an eye for the societal role of organisations and how organisations operate and change internally.'
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 eight specialisations offer one or more electives. Some examples of elective courses are: Forms of Responsible Organising (offered by OD&D), Competition and Cooperation (offered by Strategic Management) or International Human Resource Management (offered by Strategic Human Resources Leadership).

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.

Finally, Radboud University offers two different honours programmes for talented students: an Interdisciplinary Honours programme and a Disciplinary Honours programme. 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.

Admission requirements
You are required to have a Bachelor’s degree in Business Administration from a Dutch academic research university, or an equivalent degree from an academic research 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/odd.

In case your educational background does not grant you direct admission to the Master’s programme, then you can enrol in a one-year pre-Master’s programme. For more information, please visit: www.ru.nl/pre-masters/business.

Application deadlines
The programme starts on 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. We will consider EU/EEA applications until 1 July and provide assistance where possible, but accommodation cannot be guaranteed.

How to apply?
You can start your application by creating a request for enrolment in Studielink via: www.studielink.nl. The remaining steps depend on your previous education. For more information on the application procedure, be sure to visit: www.ru.nl/masters/odd.

After reading all the information, are you interested and enthusiastic about the specialisation Organisational Design and Development at Radboud University? Then apply now! We hope to see you in Nijmegen, the Netherlands!

This information is subject to change, therefore no rights can be derived from this content.

More information
Dutch students: study advisor
Ms Remke Friessen | r.friesen@fm.ru.nl

International students: admission advisor
Ms Michelle Brugman | master@fm.ru.nl

www.ru.nl/masters/odd

Social media
F: facebook.com/RadboudNSM
I: instagram.com/RadboudNSM
T: twitter.com/RadboudNSM
C: ru.nl/nsm/chat