



Course Descriptor MNGT307 Organizational Theory

Proposed Academic Year	2020 - 2021	Last Reviewed Academic Year	2019 -2020
Course Code	MNGT307	Course Title	Organizational Theory
Credit hours	3	Level of study	Undergraduate
College / Centre	COBA	Department	Management
Co-requisites		Pre-requisites	MNGT201

1. COURSE OUTLINE

[This course is designed to view the various features of organizations structure and design that will affect the group's and individual's behavior within the organization. By concentrating on relevant and beneficial results which in its turn will influence organizational life cycle. This subject is designed not only for studying organizations from metaphorical perspectives, but it also to deal with various reality-based models perspective. Including both perspectives will enrich student with enlightening and informative. As well as by possessing a reliable awareness of a bundle theory that later helps them in implementing it into their work-life.

2. AIMS

[This course aims to provide the students with the better comprehension of the:

- Established Theories of organizational forms and composition
- Influence of each theory and it is effectiveness
- implications of recent and modern organization leader theory
- Utilization of organizational theory in Practice work-life]

3. LEARNING OUTCOMES, TEACHING, LEARNING and ASSESSMENT METHODS

Learning Outcomes (Definitive)	Teaching and Learning methods (Indicative)	Assessment (Indicative)
Upon successful completion of this course, students will be able to:		
1. Understand the history, metaphors and perspectives of organizational theory development	Lectures, Group work, Presentations, Case Study	Class Activity, Written Examination
2. Comprehend the connection between the theories and the organizational every day functions	Lectures, Group work, Presentations, Case Study	Class Activity, Written Examination
3. Identify the task-based, structure-based, motivation-based, leadership-based, value-based theories and their relation to organizational effectiveness	Lectures, Group work, Presentations, Case Study	Class Activity, Written Examination



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4. Using levels of analysis, explain the systemic relationship between environment, adaptation, and change	Lectures, Group work, Presentations, Case Study	Class Activity, Written Examination

4. ASSESSMENT WEIGHTING

Assessment	Percentage of final mark (%)
Mid-term Examination - 1	25
Mid-term Presentation - 2	25
Class Activity (Participation/ Case Discussion/ Presentation/ Quiz)	10
Final Examination	40
TOTAL	100%

5. ACHIEVING A PASS

The student will achieve pass by accumulating 50% of the course total allocated marks.

Letter grade distribution is as follows:

Grading system

GRADE	VALUE	GRADE
A	4.0	95-100
A-	3.7	90-94
B+	3.3	85-89
B	3.0	80-84
B-	2.7	75-79
C+	2.3	70-74
C	2.0	65-69
C-	1.7	60-64
D+	1.3	55-59
D	1.0	50-54
F	0.0	0-49

6. COURSE CONTENT (Indicative)

WEEK	LECTURE TOPIC	TIME (HOURS)
1	Ch1: Organizations and Organizational Effectiveness	3
2	Ch1: Organizations and Organizational Effectiveness	3



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3	Ch2: Stakeholders, Managers, and Ethics	3
4	Ch2: Stakeholders, Managers, and Ethics	3
5	Ch4: Basic Challenges of Organizational Design	3
6	Ch5: Designing Organizational Structure: Authority and Control	3
7	Ch6: Designing Organizational Structure: Specialization and Coordination	3
8	Ch7: Creating and Managing Organizational Culture	3
9	Ch9: Organizational Design, Competences, and Technology	3
10	Ch9 Organizational Design, Competences, and Technology	3
11	Ch10: Types and Forms of Organizational Change	3
12	Ch11: Organizational Transformations: Birth, Growth, Decline, and Death	3
13	Ch13: Innovation, Intrapreneurship, and Creativity	3
14	Ch13: Innovation, Intrapreneurship, and Creativity	3
15	Presentations, Revision & Final Exam	3
	TOTAL HOURS	48
[1 - 15]	Plus RECOMMENDED INDEPENDENT STUDY HOURS	48
	TOTAL COURSE HOURS	96

7. RECOMMENDED READING

8. RECOMMENDED READING

Core text/s:

Organizational Theory, Design, and Change. 2013. By Gareth R. Jones; Pearson Education; 7th edition; ISBN-13: 978-0273765608

Library + online resources:

Organizational Theory, by Jorgen Laegaard & Mille Bindslev, (2006), Ventus Publishing.

Organizational Theory: modern, symbolic, and postmodern perspectives, 3rd Edition, by Mary Jo Hatch & Ann L. Cunliffe, (2003), Oxford University Press