

Course Outline

Department of Management
School of Business and Economics

ORGB 3810-3
Organizational Theory and Design (3,0,0)

Calendar Description

Students explore the theory and application of organizing in complex workplace environments. Various conceptual tools and theoretical frameworks are utilized to systematically investigate organizing processes and contexts and solve practical problems. Topics include organizations and organization theory; organizational stakeholders; the external environment; organizational structure and design; organizational culture; decision making; conflict, power and politics; and organizational change and transformation.

Educational Objectives/Outcomes

Upon completion of this course, students will be able to:

1. Explain why organizations exist.
2. Identify stakeholders and their interests.
3. Describe how the external environment impacts organizations and how they adapt.
4. Discuss the challenges of organizational design and how structure impacts coordination, communication and control.
5. Identify the building blocks of organizational culture.
6. Illustrate how to create and manage organizational culture.
7. Differentiate between different models of decision making.
8. Describe the causes of politics and conflict and how they can be prevented.
9. Define the life cycle of organizations and the types and forms of organizational change.

Prerequisites

CMNS 1290; ORGB 2810

Co-requisites

None

Texts/Materials

Jones, Mills and Weatherbee, Organizational Theory, Design and Change, Canadian Edition,

Pearson.

Student Evaluation

Midterm	10%
Assignments	60%
Final exam	30%

Course Topics

1. Organizations and Organization Theory
 - What is an organization?
 - Why do they exist?
2. Organizational Stakeholders
 - External stakeholders: customers
 - Internal stakeholders: employees, managers
3. External Environment
 - Influence
 - Resources and information
4. Organizational Structure and Design
 - Challenges of organizational design
 - Designing structure
 - Designing work
5. Organizational Culture
 - What is culture?
 - Developing culture
6. Decision Making
 - Models of decision making
7. Conflict, Power and Politics
 - Causes of conflict
 - Prevention
8. Organizational Change and Transformation

Methods for Prior Learning Assessment and Recognition

As per TRU policy

Attendance Requirements – Include if different from TRU Policy

As per TRU policy

Special Course Activities – Optional

Use of Technology – Optional

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