**The University of Jordan**

**School of Business**

**Department of Business Management**

**1st Semester**

**Academic Year: 2020/2021**

**Module Name and Number: Organizational Theory ( 1601712 )**

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| --- | --- |
| **Credit hours** | **3** |
| **Lecturer** | **Dr. Ala’Aldin Al Rowwad** |
| **Level** | **Master** |
| **E-mail** | [**a.alrowwad@ju.edu.jo**](mailto:a.alrowwad@ju.edu.jo) |
| **Prerequisite** | **-** |
| **Office Extension** | **36001** |
| **Semester** | **First semester 2020/2021** |
| **Electronic platforms** | * **Microsoft Teams** * **E- learning** |

**Course Description**

This is an advanced graduate-level course that aims at providing students with the opportunity to understand the concept of organizations as inherently being open social systems, which interact on a continuous basis with the external environment. This is facilitated by helping students to appreciate the important effects of the contextual factors (i.e. external environment, organization’s goals and strategy, organization’s size, organizational technology, and an organization’s culture) upon the design of the organization, represented by its structural factors. Moreover, this course provides a view as to the recent trends in designing organizations, which are primarily triggered by the changing conditions in today’s dynamic and uncertain external environment affecting all types of organizations.

**Learning Objectives**

* **Subject Specific Objectives:**

At the end of the course, students should be able to:

1. Understand and appreciate the nature of organizations, their basic role, as well as the open-system view of organizations, which regards organizations as essentially concerned with interacting with the external environmental factors affecting them, through the efficient and effective utilization of resources to add value to a multitude of stakeholders.
2. Develop an in-depth understanding of the two main dimensions of organization design: structural and contextual dimensions, in addition to the nature of elements included under each dimension.
3. Analyze the effect of each contextual dimension on the design of the organization.

* **Core Academic Skills:**

Students are expected to develop a more analytical and in-depth appreciation of the different forces that affect the decision of how organizations should be structured and designed, in order to operate successfully within its wider context/environment and, thus, thrive.

* **Personal and key Skills:**

As a result of the “open-system” and highly dynamic nature of an organization, students are expected to have developed by the end of this course a certain premise that factors, elements, and entities do not exist in a vacuum, but that they exist as a part of a wider context in which they interact.

**Intended Learning Outcomes (ILOs):**

Successful completion of the course should lead to the following outcomes:

**A. Knowledge and Understanding:** Student is expected to

A1: Be able to understand the concept of organizational theory

A2: Be able to properly use the organizational theory vocabularies.

A3: Be able to explain the various types of organizational structure.

**B. Intellectual Analytical and Cognitive Skills:** Student is expected to

B1- Differentiate between different stages in the organization life cycle

B2- Understand the relationship between organizational structure and strategy

B3- Summarize how designing the organization to fit with the environment and other contingencies in effective and efficient way.

**C. Subject- Specific Skills:** Students is expected to

C1: comprehend the development of the theory of organizations.

C2: illustrate the approaches of assessing the organization effectiveness.

C3: compare different types of organizational structure.

C4: Apply the concepts and techniques as the situation demands.

**D. Transferable Key Skills:** Students is expected to

D1: Able to extract the implications of various concepts in organizational design in businesses

D2: Display commitment and strictly abide by course requirement.

D3: Display competence and professionalism in handling design issue

**Course Learning Assessment/Evaluation**

The following methods of learning assessment will be used in this course:

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Assessment** | **Weight** | **Description** |
| a | 2 Tests | 70% | * Mid-Term Examinations (30%) * Final Examination (40%) |
| b | Quiz | 15% |  |
| c | Assignments, and Presentation | 15% | - Student participation  - Course portfolio |
|  | Total | 100% |  |

Note: The details for the above methods of assessment are presented below:

1. **Tests**

|  |  |  |
| --- | --- | --- |
| **Test** | **Weight %** | **Due Date** |
| Mid-Term Examination | 30% | Week 8 |
| Final Examination | 40% | Week 14 |
| Total | 70% |  |

**(b) Participation, Assignments, and Presentation**

|  |  |  |  |
| --- | --- | --- | --- |
| **Method** | **Weight** | **Focus & scope** | **Due Date** |
| Presentation of Term Papers and Cases  Participation | 15% | Student preparation, readiness for discussion, and contribution | All weeks |
| Total | 15% |  |  |

# Learning Methods

The methods of instruction include, but are not limited to:

* 1. Lectures
  2. Group Presentations
  3. Online Discussion and problem solving
  4. Case Study Analysis

**10. Course Schedule/Calendar**

|  |  |  |
| --- | --- | --- |
| **Wk No.** | **Topic** | **Chapter/s** |
| 1 | Introduction to Organizational Theory, Design, and Change, and the "Open System" View. | Ch 1 |
| 2 | Organizations and Organizational Effectiveness | Ch. 1 |
| 3 | Stakeholders, Managers, and Ethics | Ch. 2 |
| 4 | Managing in a changing global environment | Ch. 3 |
| 5 | Basic challenges of organizational design | Ch. 4 |
| 6 | Designing organizational structure: Authority and control | Ch. 5 |
| 7 | Designing organizational structure: Specialization and co-ordination | Ch. 6 |
| 8 | Mid exam |  |
| 9 | Creating and managing organizational culture | Ch. 7 |
| 10 | Organizational design and strategy | Ch. 8 |
| 11 | Organizational design, competences, and technology | Ch. 9 |
| 12 | Types and forms of organizational change | Ch. 10 |
| 13 | Organizational transformations | Ch. 11 |
| 14 | Decision Making, Learning, Knowledge Management, and Information Technology | Ch. 12 |
| 15 | Innovation, Intrapreneurship, and creativity | Ch. 13 |

**Main Reference:**

**Jones, Gareth R. Organizational Theory, Design, and Change. New Jersey: Pearson Education, Inc. (Latest Edition)**