

Planning and Quality Assurance Affairs

Form (A)

Course Specifications

General Information

Course name	Organization Theoris
Course number	EBUS3310
Faculty	
Department	
Course type	Major Needs
Course level	3
Credit hours (theoretical)	3
Credit hours (practical)	0
Course Prerequisites	

Course Objectives

- 1 - Exploring the the theoretical aspect of OT including theory and concept
- 2 - Identifying the stages of historical development of OT
- 3 - Discussing the meaning of macro and micro environment of the organization
- 4 - Identifying the meaning of organizational culture including the different types of cultures
- 5 - Exploring the types of organization structures such as mechanistic and organic structures
- 6 - Exploring the meaning of virtual and network organmizations
- 7 - Explaining the theory of stakeholders and their effect on organizations
- 8 - Exploring the concept of change and how change can be managed

Intended Learning Outcomes

Knowledge and Understanding	<ul style="list-style-type: none"> * What is theory- What is organization - What is organization theory * Evolution of management thought such as systematic management, scientific management, system theory, human relations, and future schools * Laws and politics, economy, technology, demographics, social values * Determinants of structure, (size, technology, production, and environment) , mechanistic structure, organic structure and modern organizational trends * Meaning of culture, aspects of organizational culture, differences in cultures, typed of cultures problems caused by cultural differences * Definition of change, types of change, strategies for effective change * Role of stakeholders, connected stakeholders, unconnected stakeholders * Virtual organizations, network organizations, advantages of network organizations, conditions that favor network organizations * Analytical skills by comparing between the macro and micro elements of the environment
Intellectual Skills	<ul style="list-style-type: none"> * Analytical skills by reviewing the different definitions of OT * Analytical and critical skills by comparing between the different schools of management * Analytical skills by comparing between the different types of structures * Problem solving skills by looking at the problems associated with differences in cultures * Analytical skills by discussing the different types of change * Analytical skills by looking at the role that stakeholders play in the organization health and performance * Critical analysis by evaluating the role of virtual organization
Professional Skills	<ul style="list-style-type: none"> * Decision making skills by choosing a school of thought suitable for the organization * Decision making skills by deciding which elements are the most powerful in organizations * Decision making by choosing the most suitable structure for different types of organizations * Decision making by looking at to overcome differences in cultures * Decision making skills by deciding how to best manage change * Communication skills by participating in the discussion
General Skill	<ul style="list-style-type: none"> * Confidence skills by participating in the discussion * Creative thinking by discussing the determinant s of organization al structure * Creative thinking skills by studying alternatives to solve problems caused by cultural differences * Creative thinking by studying the reasons for resisting change * Creative thinking skills by looking at the difference between connected and unconnecte d stakeholder s * Creative thinking by looking at the advantages and disadvantag es of virtual organization s

Course Contents

- 1 - Introducing the concept and definition of OT
- 2 - Historical prospective of OT
- 3 - The macro and micro views of environment
- 4 - Organizational Structure
- 5 - Organizational culture
- 6 - Stakeholder theory
- 7 - Management of change
- 8 - Virtual / Network organizations

Teaching and Learning Methods

- 1 - Lectures
- 2 - Case studies
- 3 - Discussion
- 4 - Excercises

Students Assessment

<u>Assessment Method</u>	<u>TIME</u>	<u>MARKS</u>
Mid term exam	week 8	30
Attendance and participation	Continous	10
Final Exam	week 16	60

Books and References

Essential books Organization theory, challenges and perspectives: McAuley,J, Duberley,J and Johnson,P.
2007

Knowledge and Skills Matrix

Main Course Contents	Study Week	Knowledge and Understanding	Intellectual Skills	Professional Skills	General Skill
Introducing the concept and definitions of organization Theory	2	what is theory- What is organization - What is organization theory	Analytical skills by reviewing the different definitions of OT	Communication skills by participating in the discussion	Confidence skills by participating in the discussion
Historical prospective of OT	3	Evolution of management thought such as systematic management, scientific management, system theory, human relations, and future schools	Analytical and critical skills by comparing between the different schools of management	Decision making skills by choosing a school of thought suitable for the organization	Confidence skills by participating in the discussion
The macro and micro views of the environment	2	Laws and politics, economy, technology, demographics, social values	Analytical skills by comparing between the macro and micro elements of the environment	Decision making skills by deciding which elements are the most powerful in organizations	Confidence skills by participating in the discussion
Organizational structure	2	Determinants of structure, (size, technology, production, and environment) , mechanistic structure, organic structure and modern organizational trends	Analytical skills by comparing between the different types of structures	Decision making by choosing the most suitable structure for different types of organizations	Creative thinking by discussing the determinants of organizational structure
Organizational culture	2	Meaning of culture, aspects of organizational culture, differences in cultures, types of cultures problems caused by cultural differences	Problem solving skills by looking at the problems associated with differences in cultures	Decision making by looking at to overcome differences in cultures	creative thinking skills by studying alternatives to solve problems caused by cultural differences
Management of change	2	Definition of change, types of change, strategies for effective change	Analytical skills by discussing the different types of change	Decision making skills by deciding how to best manage change	creative thinking by studying the reasons for resisting change

Stakeholders theory	1	Role of stakeholders, connected stakeholders, unconnected stakeholders,	Analytical skills by looking at the role that stakeholders play in the organization health and performance	Communication skills by participating in the discussion	creative thinking skills by looking at the difference between connected and unconnected stakeholders
Virtual / Network organizations	2	Virtual organizations, network organizations, advantages of network organizations, conditions that favor network organizations	Critical analysis by evaluating the role of virtual organization	Communication skills by participating in the discussion	creative thinking by looking at the advantages and disadvantages of virtual organizations