



Department of Business Administration

College of Administrative and financial science

University of Cihan

Subject: Organizational Theory

Course Book – Year 2

Lecturer's name: Abdulla Ibrahim Aziz, MBA HRM

Academic Year: 2015/2016

Course Book

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| 1. Course name | Organizational Theory |
| 2. Lecturer in charge | Abdulla Ibrahim Aziz |
| 3. Department/ College | Administration |
| 4. Contact | e-mail: Abdulla.aziz88@gmail.com Tel: |
| 5. Time (in hours) per week | 3 hours |
| 6. Office hours | Available during the university working hours |
| 7. Course code | |
| 8. Teacher's academic profile | A University of Newcastle and University of Kurdistan-Hawler alumni, I have MBA degree with specialization in HRM and been lecturing since 2014. My field of interest includes organizational studies, management and public administration. |
| 9. Keywords | Organizations, management, motivation, bureaucracy, scientific management, performance, environment... |
| <p>10. Course overview: Organizations involve in most of aspects of our modern life. This makes it very necessary to understand how they work, how people act insides them and how can we improve their performance. This course subject will help you do that.</p> <p>Organizational theory is about organizations and the various theories that have been developed to managing those social entities. The course will focus on the characteristics of different organizations, their nature and cultures and organizational theorists' view about the determinants of their success and demise. It takes you through a journey that introduces you to various organization theories from classics to modern.</p> <p>Students of this course will be equipped with the necessary skills to work in and/or manage one of the most complex social entities that are called organizations.</p> | |
| <p>11. Course objective: The course is designed to help the students:</p> <ul style="list-style-type: none"> • Learn the basic concepts and jargon that describe the way organizations work. • Understand various theories that are developed to explain organizations. • Discuss ways of designing and managing organizations. • Analyze various techniques that help improve the performance of different types of organizations. | |
| <p>12. Students' obligations The students are required to attend all the lectures on time, take notes and try to involve in class discussions and making the class a learning-friendly environment.</p> | |

13. Forms of teaching

Various ways and tools will be utilized to make sure that the students are able to grasp the course materials. This includes data show presentations, whiteboard, class discussions, group work and etc.

14. Assessment scheme

| Assessment type | Weight |
|---|--------|
| In-class behavior and participation: students will be assessed on their contribution to making the class a learning-friendly environment. In addition, they will be assessed on the quality and frequency of their contribution to class discussions | 10% |
| Midterm exam | 30% |
| Final exam | 60% |

15. Student learning outcome:

After successfully completing this course, the students will:

- Have a good idea about organizations and how they work.
- Be able to analyze and design small organizations.
- Understand various schools of thought in management.
- Understand what organizational performance is and how can it be improved.

16. Course Reading List and References:

▪ Key references:

- Daft, L. (2008). *Organizational Theory and Design* (10th ed.). USA: Cengage Learning
- McAuley, J. Duberley, J. & Johnson, P. (2007). *Organizational Theory*. England: Edinburgh Gate: Pearson Education Limited.
- Robbins, S. & Coulter, M. (2102). *Management* (11th ed.) USA: New Jersey: Pearson Education, Inc

The students are also encouraged to follow the news on the following business websites to better understand what is going on in the real world of organizations:

- <http://www.bloomberg.com/>
- <http://www.ft.com/intl/world/mideast>
- <http://www.nrttv.com/Babetekan.aspx?Babet=Aburi>
- <http://rudaw.net/sorani/business>

17. The Topics:

Part I: introduction to organizations and organizational theory (OT)

- a. Fundamental terms
- b. Types of organizations
- c. Organization theories

Part II: Organizational structure and design

- a. Organizational structure
- b. Types of structures
- c. Organizational performance (efficiency and effectiveness)
- d.

Part III: Classical school of management

- a. Administrative management theory (Henry Fayol)
- b. Bureaucracy (Max Weber)
- c. Scientific management (Fredrick Taylor)

Part VI: Neo classical school

- a. Human relational
- b. Behavioral

Part V: Modern school of management

- a. Systems theory
- b. Contingency approach
- c. Organizational humanism
- d. Management science

Part IV: Neo-modernism (putting humans in the centre of organizations)

- a. Human relations school (Harvard Business School)
- b. Democratic organizations

Part VII: Managing dynamic process

- a. Organizational culture
- b. Decision making process
- c. Change and conflict management

18. Practical Topics (If there is any)

This course does not include practical content.

19. Examinations:

1. Compositional: In this type of exam the questions usually starts with Explain how, What are the reasons for...?, Why...?, How....?

With their typical answers

Examples should be provided

2. True or false type of exams:

In this type of exam a short sentence about a specific subject will be provided, and then students will comment on the trueness or falseness of this particular sentence.

3. Multiple choices:

In this type of exam there will be a number of phrases next or below a statement, students will match the correct phrase.

Examples should be provided.

20. Extra notes:

1. The students are encouraged to follow the news regarding various organizations in the world. They are responsible for taking notes and finding the references abovementioned.

2. Examples of exam-like questions will be provided at the beginning of each lecture.

21. Peer review

Dr. Atheer A. Shareef
Assist. Prof.
Business Administration Dept.