

Course E-Syllabus

1	Course title	Organization theory
2	Course number	1606101
3	Credit hours	3
	Contact hours (theory, practical)	16 theory
4	Prerequisites/corequisites	Principles of management
5	Program title	Public administration
6	Program code	
7	Awarding institution	Jordan University
8	School	Business
9	Department	Public Administration
10	Level of course	1 st and 2 nd year students
11	Year of study and semester (s)	2020, Summer Semester
12	Final Qualification	
13	Other department (s) involved in teaching the course	None
14	Language of Instruction	English
15	Teaching methodology	<input checked="" type="checkbox"/> Blended <input checked="" type="checkbox"/> Online
16	Electronic platform(s)	<input checked="" type="checkbox"/> Moodle <input checked="" type="checkbox"/> Microsoft Teams <input type="checkbox"/> Skype <input type="checkbox"/> Zoom <input type="checkbox"/> Others... what's up.....
17	Date of production/revision	9/2

18 Course Coordinator:

Name: Mohammad Hunitie: Ph.d
Office number:
Phone number: 0777222449
Email: mohammadhunitie@live.com

19 Other instructors:

Name: Dr. Abdul-Hakeem Akho-Rasheda
Office number:
Phone number:
Email:

Name:
Office number:
Phone number:
Email:

20 Course Description:

This course examines organizational environments, uncertainty and methods to adapt and control the forces which reduce uncertainty. Basic organizational challenges confronting managers and consultants are some of the major topics to be included. Issues involved in designing a hierarchy which motivate an effective organizational behavior will be described in this course. The course will focus on creating successful business-level strategy which allows them to compete for scarce resources. Other topics will be examined such as the role of technology and how it relates to organizational effectiveness. There is a need to recognize the problems inherent in managing change and to understand the techniques that can be used to help organizations achieve their desired future. The course touches grounds in describing typical problems that may arise as organizations grow and mature and how they must change in order to survive to avoid eventual death and dissolution. Decision making is an essential topic to focus on it in this course and how organizations can use knowledge management and information technology to promote organizational learning to improve the quality of their decision making processes and outcomes. Explaining the nature of organizational conflict and how to obtain power and use it to influence decision making which lead to the resolution of conflict in their favor are demonstrated in this course.

21 Course aims and outcomes:

1. Describing the relationship between organization theory and organizational design and change and differentiate between organizational structure and culture.
2. Describing how and why an organization seeks to adapt to and control the forces which reduce uncertainty.
3. Learning about the issues involved in designing a hierarchy to coordinate and motivate organizational behavior most effectively.
4. To list the principles of bureaucratic structure and explain their implications for the design of effective organizational hierarchies.
5. To understand how global expansion strategies allow an organization to seek new opportunities.
6. Appreciating how advances in technology, and new techniques for managing technology are helping to increase organizational effectiveness.
7. To understand the relationship among organizational change, redesign, and organizational effectiveness.
8. Appreciate the problems involved in surviving the perils of organizational birth and what founders can do to help their new organizations to survive.
9. Describing the nature of organizational learning and the different levels at which learning occurs.
10. Understanding the various steps involved in creating an organizational setting that fosters innovation and creativity.
11. Describing the nature of organizational conflict, its sources, and the way it arises between stakeholders and subunits.

A- Aims:

- 1- To understand why organizations exist and the purposes they serve.
- 2- Describe how and why organizations seek to adapt and to control the forces of uncertainty.
- 3- Explaining why a hierarchy of authority emerges in an organization.
- 4- Discuss how the matrix and product team structures differ and why and when they are chosen to coordinate organizational activities.
- 5- Recognizing how to use contingency theory to design a structure that fits an organization's environment.

B- Intended Learning Outcomes (ILOs):

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

1. Differentiate among the corporate-level strategies companies can use to enter new domains.
2. Appreciate how advances in technology, new techniques for managing technology are helping to increase organizational effectiveness.
3. Recognizing the problems inherent in managing change and the obstacles that must be overcome.
4. Discuss why organizational decline occurs, identify the decline stages, and how managers can change their organizations to prevent failure and eventual death or dissolution.
5. Explain how organizations can use knowledge management and information technology to promote organizational learning in order to improve the quality of their decision making.
6. Discussing the relationship among innovation, intrapreneurship, and creativity.
7. Identifying the mechanisms by which managers and stakeholders can obtain power and use that power to influence decision making and resolve conflict in their favor.

22. Topic Outline and Schedule:

Week	Lecture	Topic	Teaching Methods*/platform	Evaluation Methods**	References
1	1.1	Organization & organizational effectiveness	lecturing	Quiz, activities	Organization Theory, Design and Change.
	1.2				
	1.3				
2	2.1	Managing in a Changing Global Environment		activity	

	2.2				
	2.3				
3	3.1	Designing Organizational Structure ; Authority &Control.			
	3.2				
	3.3				
4	4.1	Designing Organizational Structure: Specialization and Coordination			
	4.2				
	4.3				
5	5.1	Organizational Design &Strategy in a Changing Global Environment			
	5.2				
	5.3				
6	6.1	Organizational Design, Competencies, and Technology			
	6.2				
	6.3				
7	7.1	Types and Forms of Organizational Change			
	7.2				
	7.3				
8	8.1	Organizational Transformations: Birth, Growth, Decline and Death			
	8.2				
	8.3				
9	9.1	Decision – Making, learning, Knowledge Management, and Information Technology			
	9.2				
	9.3				
10	10.1	Innovation, Intrapreneurship, and Creativity			

	10.2				
	10.3				
11	11.1	Managing Conflict, Power and Politics			
	11.2				
	11.3				
12	12.1				
	12.2				
	12.3				
13	13.1				
	13.2				
	13.3				
14	14.1				
	14.2				
	14.3				
15	15.1				
	15.2				
	15.3				

- Teaching methods include: Synchronous lecturing/meeting; Asynchronous lecturing/meeting
- Evaluation methods include: Homework, Quiz, Exam, pre-lab quiz...etc

23 Evaluation Methods:

Opportunities to demonstrate achievement of the ILOs are provided through the following assessment methods and requirements:

Evaluation Activity	Mark	Topic(s)	Period (Week)	Platform
summarize 2 chapters	10			
Mid-term	30			
Participation	10			
Final exam	50			
Total	100			

24 Course Requirements (e.g: students should have a computer, internet connection, webcam, account on a specific software/platform...etc):

All the above mentioned methods.

25 Course Policies:

A- Attendance policies: it is mandatory

- B- Absences from exams and submitting assignments on time: adherence to Jordan university rules.
- C- Health and safety procedures: using a mask is a must
- D- Honesty policy regarding cheating, plagiarism, misbehavior: violation practices will be reported and diciplined
- E- Grading policy: adherence to objective criteria using a scale from A-F
- F- Available university services that support achievement in the course: sure

26 References:

A- Required book(s), assigned reading and audio-visuals:

Assigned text book

Jones, Gareth R.(2004)**Organization Theory, Design, and Change, 4th edition, Prentice Hall.**

B- Recommended books, materials and media:

During the class presentation the instructor will make some recommendations

27 Additional information:

Attendance is very important to do well in this course.

Name of Course Coordinator: ----Mohammad F. Hunitie-----Signature: -----

----- Date: 9/12/2020-----

Head of Curriculum Committee/Department: ----- Signature: -----

Head of Department: ----- Signature: -----

Head of Curriculum Committee/Faculty: ----- Signature: -----

Dean: ----- Signature: -----