Course Syllabus

1	**Course title**	Organization Theory
2	**Course number**	1601712
3	**Credit hours**	3
	Contact hours (theory, practical)	3
4	**Prerequisites/corequisites**	None
5	**Program title**	Master of Business Administration (MBA) / Management
6	**Program code**	
7	**Awarding institution**	The University of Jordan
8	**School**	School of Business
9	**Department**	Business Management
10	**Course level**	Second Year
11	**Year of study and semester (s)**	2022/2023 (First Semester)
12	**Other department (s) involved in teaching the course**	None
13	**Main teaching language**	English
14	**Delivery method**	■Face to face learning ☐Blended ☐Fully online
15	**Online platforms(s)**	☐Moodle ■Microsoft Teams ☐Skype ☐Zoom ☐Others…………
16	**Issuing/Revision Date**	2/10/2022

17 Course Coordinator:

Name: **Professor Dr. Samer Dahiyat**   Contact hours: **10:30 – 12:00 Sun, Monday, Tuesday, Wednesday, Thursday**

Office number: **24245**   Phone number: **06/5355000**

Email: **s.dahiyat@ju.edu.jo**

18 Other instructors: None

Name:
Office number:
Phone number:
Email:
Contact hours:
Name:
Office number:
Phone number:
Email:
Contact hours:

19 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.
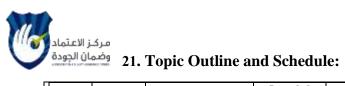
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20 Course aims and outcomes:

A- Aims:

B- Students Learning Outcomes (SLOs):

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

SLOs / SLOs of the course	SLO (1)	SLO (2)	SLO (3)	SLO (4)	5	SLO (6)	SLO (7)	SLO (8)	SLO (9)	SLO (10)	SLO (11)
1.Understand and appreciate the nature of organizations, their basic role, as well as the open-system view of organizations.	x		x		x						x
2.Comprehensively evaluate organizational effectiveness.	x		x		x						x
3.Develop an in-depth understanding of how to design an organization's structure as well as culture, in order to maintain a continuous state of fit with the environment and other contingency/ contextual factors.	x		x		x				X		x
4.Develop a more analytical and in-depth appreciation of the different	x		x		x				X		x

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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.											
5.Compare and contrast different types of organizational structures.	X		X		X	X					
6.Understand the relationship between organizational structure and strategy	X		X		X	X					
7.Understand the relationship between organizational structure and technology					X				X	X	X
8.Distinguish between evolutionary and revolutionary change.					X				X	X	X
9.Integrate between organisational learning, knowledge management, innovation, on one hand, and organisational design and effectiveness, on the other.					X				X	X	X

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21. Topic Outline and Schedule:

Week	Lecture	Topic	Intended Learning Outcome	Learning Methods (Face to Face/Blended/ Fully Online)	Platform	Synchronous / Asynchronous Lecturing	Evaluation Methods	Resources
1	1.1	**Introduction to Organization Theory, Design and Change, and the "Open System" View.**	1+ 2	Face to Face	Microsoft Teams	Synchronous	-Follow-up questions - Mid-Term Exam	Ch. 1: Jones (2013)
	1.2	**Introduction to Organization Theory, Design and Change, and the "Open System" View.**	1+ 2	Face to Face	Microsoft Teams	Synchronous	-Follow-up questions - Mid-Term Exam	Ch. 1: Jones (2013)
	1.3	**Introduction to Organization Theory, Design and Change, and the "Open System" View.**	1+ 2	Face to Face	Microsoft Teams	Synchronous	-Follow-up questions - Mid-Term Exam	Ch. 1: Jones (2013)
2	2.1	*Chapter One:* ***Organizations and Organizational Effectiveness***	1+ 2	Face to Face	Microsoft Teams	Synchronous	-Follow-up questions - Mid-Term Exam	Ch. 1: Jones (2013)
	2.2	*Chapter One:* ***Organizations and Organizational Effectiveness***	1+ 2	Face to Face	Microsoft Teams	Synchronous	-Follow-up questions - Mid-Term Exam	Ch. 1: Jones (2013)
	2.3	*Chapter One:* ***Organizations and Organizational Effectiveness***	1+ 2	Face to Face	Microsoft Teams	Synchronous	-Follow-up questions - Mid-Term Exam	Ch. 1: Jones (2013)
3	3.1	*Chapter Two:* ***Stakeholders,***	3	Face to Face	Microsoft Teams	Synchronous	-Follow-up questions	Ch. 2: Jones (2013)

		Managers, and Ethics					- Mid-Term Exam	
	3.2	*Chapter Two: Stakeholders, Managers, and Ethics*	3	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Mid-Term Exam - Project	Ch. 2: Jones (2013)
	3.3	*Chapter Two: Stakeholders, Managers, and Ethics*	3	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Mid-Term Exam - Project	Ch. 2: Jones (2013)
	4.1	*Chapter Three: Managing in a changing global environment*	4	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Mid-Term Exam - Project	Ch. 3: Jones (2013)
4	4.2	*Chapter Three: Managing in a changing global environment*	4	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Mid-Term Exam - Project	Ch. 3: Jones (2013)
	4.3	*Chapter Three: Managing in a changing global environment*	4	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Mid-Term Exam - Project	Ch. 3: Jones (2013)
5	5.1	*Chapter Four: Basic challenges of*	5	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Mid-Term Exam	Ch. 4: Jones (2013)

		organizational design					- Project	
	5.2	*Chapter Four: Basic challenges of organizational design*	5	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Mid-Term Exam - Project	Ch. 4: Jones (2013)
	5.3	*Chapter Four: Basic challenges of organizational design*	5	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Mid-Term Exam - Project	Ch. 4: Jones (2013)
6	6.1	*Chapter Five: Designing organizational structure: Authority and control*	5	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Mid-Term Exam - Project	Ch. 5: Jones (2013)
	6.2	*Chapter Five: Designing organizational structure: Authority and control*	5	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Mid-Term Exam - Project	Ch. 5: Jones (2013)
	6.3	*Chapter Five: Designing organizational structure: Authority and control*	5	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Mid-Term Exam - Project	Ch. 5: Jones (2013)
7	7.1	**Mid-Term Exam**		Face to Face	Microsoft Teams	Synchronous		Jones (2013)

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					Microsoft Teams	Synchronous		Jones (2013)
	7.2	**Mid-Term Exam**		Face to Face	Microsoft Teams	Synchronous		Jones (2013)
	7.3	**Mid-Term Exam**		Face to Face	Microsoft Teams	Synchronous		Jones (2013)
8	8.1	*Chapter Six: **Designing organizational structure: Specialization and co-ordination***	6	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 6: Jones (2013)
	8.2	*Chapter Six: **Designing organizational structure: Specialization and co-ordination***	6	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 6: Jones (2013)
	8.3	*Chapter Six: **Designing organizational structure: Specialization and co-ordination***	6	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 6: Jones (2013)
9	9.1	*Chapter Seven: Creating and Managing organizational Culture*	7	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 7: Jones (2013)
	9.2	*Chapter Seven: Creating and Managing organizational Culture*	7	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 7: Jones (2013)
	9.3	*Chapter Seven: Creating and Managing*	7	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 7: Jones (2013)

		organizational Culture					
10	10.1	*Chapter Eight: Organizational Design and Strategy in a Changing Global Environment*	8	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 8: Jones (2013)
	10.2	*Chapter Eight: Organizational Design and Strategy in a Changing Global Environment*	8	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 8: Jones (2013)
	10.3	*Chapter Eight: Organizational Design and Strategy in a Changing Global Environment*	8	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 8: Jones (2013)
11	11.1	*Chapter Nine: Organizational Design and Technology*	8	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 9: Jones (2013)
	11.2	*Chapter Nine: Organizational Design and Technology*	8	Face to Face	Microsoft Teams	Synchronous		Ch. 9: Jones (2013)
	11.3	*Chapter Nine: Organizational Design and Technology*	8	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 9: Jones (2013)

12	12.1	*Chapter Ten:* ***Types and Forms of Organizational Change***	9	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 10: Jones (2013)
	12.2	*Chapter Ten:* ***Types and Forms of Organizational Change***	9	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 10: Jones (2013)
	12.3	*Chapter Ten:* ***Types and Forms of Organizational Change***	9	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 10: Jones (2013)
13	13.1	*Chapter Eleven:* ***Organizational Transformatio ns***	6,7,8	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 11: Jones (2013)
	13.2	*Chapter Eleven:* ***Organizational Transformatio ns***	6,7,8	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 11: Jones (2013)
	13.3	*Chapter Eleven:* ***Organizational Transformatio ns***	6,7,8	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 11: Jones (2013)
14	14.1	*Chapter Twelve:* ***Decision Making, Learning, Knowledge Management and***	9	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 12: Jones (2013)

		Information Technology					
	14.2	*Chapter Twelve:* **Decision Making, Learning, Knowledge Management and Information Technology**	9	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 12: Jones (2013)
	14.3	*Chapter Twelve:* **Decision Making, Learning, Knowledge Management and Information Technology**	9	Face to Face	Microsoft Teams	Synchronous	Follow-up questions - Final Exam	Ch. 12: Jones (2013)
15	15.1	*Chapter Thirteen: Innovation, Intrapreneurship and Creativity*	All	Face to Face	Microsoft Teams	Synchronous	Presentation and Discussion	Ch. 13: Jones (2013)
	15.2	**Discussion of Term Papers**	**Any/All**	Face to Face	Microsoft Teams	Synchronous	Presentation and Discussion	
	15.3	**Discussion of Term Papers**	**Any/All**	Face to Face	Microsoft Teams	Synchronous	Presentation and Discussion	
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22 Evaluation Methods:

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

Evaluation Activity	Mark	Topic(s)	SLOs	Period (Week)	Platform
Mid-Term Exam	30%	Chapters 1, 2, 3, 4, 5	1 + 2 + 3 + 4	Week 8	In-Campus
Managerial Implications, Mini Case Study Analysis and Assignments	15%	All Chapters	All	Ongoing	In-Campus
Term Paper	15%	Utilize scientific research and statistical analysis skills to analyze a business situation and prepare and present a management report. Another option is to write a research paper, which thoroughly and analytically discusses a topic related to the course's Intended Learning Outcomes	All/Any	Week 15	In-Campus
Final Exam	40%	All Topics	All CILOs are included	Week 16	In-Campus

23 Course Requirements

Students should have a computer/smartphone, internet connection, and an account on Microsoft Teams.

24 Course Policies:

A- Attendance policies:

Students are not allowed to miss more than 15% of the classes during the semester. Failing to meet this requirement will be dealt with according to the university disciplinary rules.

B- Absences from exams and submitting assignments on time:

Assignments should be submitted on time. Make up exams will be held for those students having permission from the deputy dean for students' affairs.

C- Health and safety procedures:

D- Honesty policy regarding cheating, plagiarism, misbehavior:

Cheating and plagiarism will be dealt with according to the university disciplinary rules.

E- Grading policy:

F- Available university services that support achievement in the course:

25 References:

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

Jones, G. (2013) Organization Theory, Design, and Change. Seventh Edition. Pearson Education Limited.

B- Recommended books, materials, and media:

1. Daft, R. L. Organization Theory and Design. Twelfth Edition. Massachusetts: Cengage Learning.

26 Additional information:

Name of Course Coordinator: Prof. Samer Dahiyat Signature: ------------ ------------ Date: 2/10/2022	
Head of Curriculum Committee/Department Dr. Ahmad Obeidat - Signature: -------------- ----------------	
Head of Department: Dr. Ahmad Obeidat Signature: -------------- ---------------	
Head of Curriculum Committee/Faculty: Signature: ------------------ ---------	
Dean: Prof. Raed Masadeh Signature: ---------------- ----------------	