



Al-AI Bayt University
Faculty of Finance and Business Administration
Department of Business Administration
First Semester 2015/2016
Course syllabus

Course Information	
Course Title	Organization Theory
Course Number	502451
Prerequisites	502101
Course Coordinator & Instructor	Dr. Ali Z Al-Quran . PhD (Assistant Professor of Business and Management)
Office Location	Faculty of Finance and Business Administration building, Department of Business Administration, Ground floor, Office 85 .
Office Phone #	02/9627000 ext 2282
Office Hours	Sunday - Tuesday (9:30-11:00 am) / Monday - Wednesday (12:30-2:00 pm)
E-mail	Ali.z.al-quran@aabu.edu.jo
Course Description	
<p>This course is intended to examine major perspectives in organization theory and its impact on organizations and management. This introductory course to organization theory will provide the opportunity to introduce and discuss all the major works in organizational theory and practical applications to organizations. It sets the fundamental knowledge base for students. Further, it explores how organizations function, develop, and modify themselves to reflect the needs of the external as well as the internal environments. You will find yourself surprised at problems that seem easy to solve, but are not for various organizational reasons.</p>	

Textbook	
Title	Organizational Theory, Design, and Change .
Author(s)	Gareth R. Jones
Publisher	Prentice Hall
Year	2013
Edition	7 st Edition
Book Website	http://www.pearsonhighered.com/educator/product/Organizational-Theory-Design-and-Change/9780132729949.page
Other references	Lectures , Journal articles

Course Objectives
<p>The objective of this course is to provide students with a strong conceptual framework for the study, understanding, and application of organizational theory, its evolution and relevance to managerial practice. Along with that, it provides the student an understanding of the literature through the encouragement of critical thinking. Ultimately, the student should be able to integrate his/her understanding of organizational theory with inter-organizational relationships in order to effectively achieve organizational goals. At the end of this course, the student should be able to:</p> <ol style="list-style-type: none">1. Assess the Organization's Mission, how the organization was developed, and the organization Stakeholders.2. Evaluate the Structure of an organization in terms of Authority and Control.3. Evaluate the Structure of an organization in terms of Specialization and Coordination.4. Evaluate the impact of the organization's structure on the Culture of the Organization.5. Evaluate the organization's characteristics in terms of size and height (tall or flat organization) and the advantages or disadvantages that are associated with that.

6. Assess the Concept of Organizational Transformation: Birth, Growth, Decline and Death of an organization.

Learning Methodology

The learning methodology used in this course consists of reading the textbook, lectures, other articles and assigned readings, participation in class discussions .

Course Content

A.	Part 1: The Organization and Its Environment : <ul style="list-style-type: none">• Organizations and Organizational Effectiveness• Stakeholders, Managers, and Ethics• Organizing in a Changing Global Environment
B.	Part 2: Organizational Design: <ul style="list-style-type: none">• Basic Challenges of Organizational Design• Designing Organizational Structure: Authority and Control• Designing Organizational Structure: Specialization and Coordination• Creating and Managing Organizational Culture
C.	Part 3: Organizational Change : <ul style="list-style-type: none">• Types and Forms of Organizational Change• Organizational Transformations: Birth, Growth, Decline, and Death• Decision Making, Learning, Knowledge Management, and Information Technology• Innovation, Entrepreneurship, and Creativity

Assessment

Assessment	Expected Due Date	Percentage
First Exam	Week 6 (5/11/2015)	20%
Second Exam	Week 11 (3/12/2015)	20%
Participation and Assignments	Week 14	10%
Final Exam	Week 16	50%

Additional Notes

Attendance policy:

- The student is not allowed to miss more than 20% from the total credit hours of the course and AABU requires the faculty member to assign ZERO grade (35%) if a student misses 20% of the classes without an excuse or if he misses more than 20% of the classes with an excuse.
- Attendance will be taken at the first 5 minutes of the lecture.
- Questions are welcomed during the lecture.

Exams

Students are required to sit for the 3 semester examinations (First, Second and final) **Cheating** during exam will result in dismissal from the exam hall and the student will be penalized according to AABU regulations.

Feedback:

Concerns or complaints should be expressed in the first instance to the course instructor. If no resolution is forthcoming then the issue should be brought to the attention of the Department Chair and if still unresolved to the Dean. Questions about the material covered in the lecture, notes on the content of the course, its teaching and assessment methods can be also sent by e-mail to the following email addresses :
(Ali.z.al-quran@aabu.esu.jo) .

Good Luck

Ali Al-Quran - PhD