



COURSE SYLLABUS

«Organization theory»

Degree of higher education - Bachelor
Specialty 073 Management
Educational-professional program "Management"
Year of study 1, semester 2
Full-time education
Number of ECTS credits - 4
The language of teaching - English

Course lecturer

Hanna Kharchenko, PhD in Economics, Associate Professor

**Lecturer contact
information (e-mail)**

+38 097 343 72 81
Kharchenko.a.a@nubip.edu.ua

Course page in eLearn

<https://elearn.nubip.edu.ua/course/view.php?id=2627>

COURSE DESCRIPTION

The course "Organization theory" studies the nature and essence of the organization and the place of the theory of organization in the system of scientific knowledge. The main purpose of the course is to master the theoretical knowledge and practical skills of scientific organization, the processes of formation and development of organizations of different levels; to development of a systematic approach and systematic thinking and analysis of organizations as a complex dynamic system in order to use the acquired knowledge in their practice. "Organization theory" considers organizational relations, which include the study of organizational culture and organizational behavior, organizational communications, subjects and objects of organizational activity, as well as organizational change and innovation.

The course provides the formation of a number of professional competencies:

PC 1. Ability to identify and describe the characteristics of the organization.

PC 2. The ability to analyze the results of the organization, to compare them with the factors of external and internal environment.

PC 3. The ability to determine the prospects for the organization development.

PC 4. Ability to identify functional areas of the organization and the relationships between them.

PC 5. Ability to manage the organization and its departments through the implementation of management functions.

PC 10. Ability to evaluate the work performed, ensure their quality and motivate the staff of the organization.

PC 12. Ability to analyze and structure the problems of the organization, to form decisions.

As a result of studying the course the student will acquire certain program results:

PRN 3. Demonstrate knowledge of theories, methods and functions of management, modern concepts of leadership.

PRN 7. Identify skills of organizational design.

PRN 30. Ability to find and evaluate new market opportunities and formulate business ideas, develop business plans for the creation and development of organizations.

COURSE STRUCTURE

Topic	Hours (lectures / practical, seminar)	Learning outcomes	Tasks	Evaluation
Module 1. General theory of organization				
Topic 1. General characteristics of the	4/4	To know the basic approaches to defining the concept of "organization"; the ratio of the	Discussion issues. Problem	15

organization		organization as a system and as a process; types of organizations and their main characteristics; general, synergetic and social properties of the organization. Be able to identify the main stages of the life cycle of the organization	solving and cases. Submission of practical work in e-learn.	
Topic 2. The theory of organization and its place in the system of scientific knowledge	2/2	To know the object and subject of the theory of organization, its place in the system of scientific knowledge	Discussion issues. Submission of practical work in e-learn.	10
Topic 3. Basic organizational theories and models	2/2	To know the stages of development and basic ideas of organizational theory; modern models of organizational theory	Discussion issues. Submission of practical work in e-learn.	10
Topic 4. Organization as a system	4/4	Be able to assess the internal and external environment of the organization; analyze and predict the microenvironment of the organization. Be able to analyze the organization using SWOT and PEST-analysis methods	Discussion issues. Problem solving and cases. Submission of practical work in e-learn.	20
Topic 5. The human factor in organizations	2/2	Be able to understand the concepts and principles of the social system and social organization; describe the main types of social organizations; understand the content of mechanisms for regulating relations in social systems. Be able to apply heuristic methods of system analysis: "Tree of goals", "Tree of problems", diagram "Problem - causes", diagram "Problem - solutions", morphological analysis	Discussion issues. Problem solving and cases. Submission of practical work in e-learn.	15
Module test			Test	30
Module 2. Creating an effective organization				
Topic 6. Self-organization	2/2	Be able to understand the synergetic concept of self-organization; the relationship between the concepts of self-organization and self-government. To know the features of flexibility and sustainability of the organization	Discussion issues. Problem solving and cases. Submission of practical work in e-learn.	10
Topic 7. Organizational design	4/4	To know the essence and methodology of organizational design; types of organizational structures; identify factors that determines the feasibility of forming a certain type of	Discussion issues. Problem solving and cases. Submission of	20

		organizational structure. To understand reengineering processes as a way to change the structure of the organization	practical work in e-learn.	
Topic 8. Formation of communications in the organization	4/4	To know the essence of the concept of "organizational communications"; obstacles to effective communication; organizational communication barriers; ways to overcome obstacles to effective communication; communication style choice model. Be able to develop individual communication skills	Discussion issues. Problem solving and cases. Submission of practical work in e-learn.	10
Topic 9. Conflict management in the organization	2/2	To know the essence of the concept of "conflict"; functions, levels, types of conflicts in the organization. Be able to manage conflicts in the organization.	Discussion issues. Problem solving and cases. Submission of practical work in e-learn.	10
Topic 10. The culture of the organization	4/4	To know the concept and importance of organizational culture as a factor in development of the organization; functions and classification of organizational culture.	Discussion issues. Problem solving and cases. Submission of practical work in e-learn.	20
Module test			Test	30
Total for the semester				70
Exam				30
Total for the course				100

EVALUATION POLICY

<i>Deadline and recompilation policy:</i>	Practical works that are submitted in violation of deadlines without good reason are evaluated at a lower grade. Rearrangement of modules takes place with the permission of the lecturer if there are good reasons (for example, hospital).
<i>Academic Integrity Policy:</i>	Cheating during tests and examinations are forbidden (including using mobile phones and tablets). All written works are checked for plagiarism and are allowed to be defended with correct text borrowings not more than 20%.
<i>Visiting policy:</i>	Attendance is mandatory. For objective reasons (for example, illness, international internship) teaching can take place individually

STUDENT EVALUATION SCALE

Rating of the applicant of higher education, points	Evaluation results on national exams, tests
	Exam
90-100	excellent
74-89	good
60-73	satisfactorily
0-59	fail