



COURSE SYLLABUS «Theory of organization»

Degree of higher education - Bachelor
Specialization 073 Management
Educational-professional program "Management"
Academic year 1, semester 2
Form of study Full-time
Number of ECTS credits - 4
The language of teaching – English

Lecturer of the course

Hanna Kharchenko, PhD in Economics, Associate Professor

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Course page on eLearn

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

COURSE DESCRIPTION

The course "Theory of organization" 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.

The main tasks of the course are to: study of the major organizational theories; study of the theoretical and methodological bases of creation and functioning of the organizations; learn the basic methodological approaches to the analysis of the internal and external environment of organizations; acquire skills in building organizational structures of organizations of various types; create image and culture organizations.

Competencies of the educational programme:

Integrative competency (IC): The ability to solve complex specialized tasks and practical problems, which are characterized by complexity and uncertainty of conditions, in the field of management or in the learning process, which involves the application of theories and methods of social and behavioral sciences.

General competencies (GC):

GC 3. Ability to abstract thinking, analysis, and synthesis.

GC 4. Ability to apply knowledge in practical situations

GC 5. Knowledge and understanding of the subject area and understanding of professional activity.

GC 9. Ability to learn and master modern knowledge.

GC 10. Ability to conduct research at the appropriate level.

GC 15. Ability to act on the basis of ethical considerations (motives).

Professional (special) competencies (PC):

PC 1. The ability to define and describe the characteristics of the organization.

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

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

PC 4. The ability to determine the functional areas of the organization and the connections between them.

PC 5. The ability to manage the organization and its divisions through the implementation of management functions,

PC 6. The ability to act socially responsibly and consciously.

PC 7. Ability to choose and use modern management tools.

PC 12. Ability to analyze and structure organizational problems, form reasonable solutions.

PC 14. Understand the principles of psychology and use them in professional activities.

PC 15. Ability to form and demonstrate leadership qualities and behavioral skills.

Program learning outcomes (PLO) of the educational programme:

PLO 3. Demonstrate knowledge of the theory, methods, and functions of management, the modern concept of leadership.

PLO 7. Demonstrate organizational design skills.

PLO 8. Apply management methods to ensure the effectiveness of the organization's activities.

PLO 12. Evaluate legal, social, and economic studies of the functioning of the organization.

COURSE STRUCTURE

Topic	Hours (lectures / practical, seminar)	Learning outcomes	Tasks	Evaluation
Module 1. A General Theory of Organization				
Topic 1. General characteristics of the organization	4/4	To know the basic approaches to defining the concept of "organization"; the ratio of the 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	Discussion issues. Problem solving and cases. Submission of practical work in e-learn.	15
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, and 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	20

			work in e-learn.	
Topic 5. The human factor in organizations. Self-organization	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. Organizational design	4/4	To know the essence and methodology of organizational design; types of organizational structures; identify factors that determine the feasibility of forming a certain type of organizational structure. To understand reengineering processes as a way to change the structure of the organization	Discussion issues. Problem solving and cases. Submission of practical work in e-learn.	20
Topic 7. 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 8. Conflicts in organization	2/2	To know the essence of the concept of "conflict"; functions, levels, and 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 9. Organizational culture	4/4	To know the concept and importance of organizational culture as a factor in the development of the organization;	Discussion issues. Problem	20

		functions and classification of organizational culture.	solving and cases. Submission of practical work in e-learn.	
Topic 10. Effectiveness of the organization	2/2	To know the theoretical foundations of the effectiveness of organizational activity. Be able to calculate overall organizational, group, and individual efficiency in the organization	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 is 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

Student rating, points	National grade based on exam results
90-100	excellent
74-89	good
60-73	satisfactory
0-59	unsatisfactory

RECOMMENDED SOURCES OF INFORMATION

1. Харченко Г.А., Гоголя О.П., Харченко В.В. Теорія організації: Навч. посіб. Київ: «ЦП «Компринт», 2023. 453 с.
2. Balanovska T. I., Kharchenko H. A., Artiukh T. O. Management: Textbook. Kyiv: NULES, 2021. 245 p.
3. Горьовий В. П., Гоголя О. П., Харченко Г. А. Менеджмент і адміністрування. Практикум: навчальний посібник для підготовки фахівців спеціальності «Менеджмент». Київ: ЦП «Компринт», 2018. 305 с.
4. Гоголя О.П., Харченко Г.А. Менеджмент діяльності підприємств на ринку товарів і послуг: навчальний посібник для підготовки фахівців спеціальності 073 «Менеджмент». Київ: «ЦП «Компринт», 2018. 410 с.

5. Харченко Г.А. Методичні рекомендації до вивчення дисципліни «Менеджмент і адміністрування: теорія організації» для студентів ОС «Бакалавр», К.: Компринт, 2020. 32 с.
6. Харченко Г.А., Зоргач А.М. Методичні вказівки до проведення практичних занять та самостійного вивчення дисципліни «Теорія організації» для здобувачів першого (бакалаврського) рівня вищої освіти спеціальності 073 «Менеджмент». Київ: ЦП «Компринт». 2023. 70 с.
7. Білявська Ю. В., Микитенко Н. В. Теорія організації : підручник. Київ: Київ. нац. торг.-екон. ун-т, 2019. 424 с.
8. Монастирський Г. Л. Теорія організації: підручник. 2-е видання, доповнене й перероблене. Тернопіль: ЗУНУ, 2020. 329 с.
9. Основи менеджменту: конспект лекцій для здобувачів вищої освіти ступеня «Молодший бакалавр» спеціальності 073 «Менеджмент» денної форми навчання / уклад. В. М. Стамат, А. С. Полторак. Миколаїв : МНАУ, 2022. 162 с.
10. Свидрук І.І., Миронов Ю.Б., Кундицький О.О. Теорія організації. Київ. 2021. 176 с.
11. Шкільняк М. М, Овсянюк-Бердадіна О. Ф., Крисько Ж. Л., Демків І. О. Менеджмент: підручник. Тернопіль: ЗУНУ, 2022 р. 258 с.