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| القسم | إدارة الأعمال | Department |

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| **رقم المادة Course No.** | **501702**  **Master Program** | **اسم المادة الدراسية**  **Course Name** | **Advanced Organizational Theory: Design and Change** |
| الساعات المعتمدCredit Hours | **3** | **المتطلب السابق للمادة (Prerequisite)** |  |
| |  | | --- | | Brief Course Description |   **الوصف المختصر** | **This course is to help students obtain in-depth understandings of organizations through good**  **Theoretical perspectives and paradigms. This course will focus on determinants of an organization's success, focusing particularly on structure and design issues, organization life cycle, technology, environment, culture, learning and knowledge management, globalization and stakeholders’ impact on organizations. The course also emphasizes on managerial decision making, political games and conflicts** | **رقم وتاريخ اعتماد الخطة الدراسية**  **Number & date of course plan approval:** | **أ ق أ/ ج2011-2012/ ق أ 2**  **31/1/2012** |

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| **أهداف المادة:**  **(Course Objectives)** | | |  | | --- | | 1. To explain why organizations exist and to describe the relationship between organizational theory and organizational design and change, and differentiate between organizational structure and culture. 2. To understand how managers can utilize organizational theory to design and change their organizations to increase organizational effectiveness. 3. To identify the various stakeholder groups and their claims on an organization. 4. List the forces in an organization’s specific and general environment that give rise to opportunities and threats. 5. Describe the four basic organizational design challenges confronting managers and consultants and to explain why a hierarchy of authority emerges in an organization. 6. Differentiate between values and norms and understand the way culture is shared by an organization’s members. 7. Identify what technology is and how it relates to organizational effectiveness 8. Appreciate what founders can do to help their new organizations to surviveOrganizational Transformations: Birth, Growth, Decline, and Death 9. Differentiate between several models of decision making that describe how managers make decisions 10. Describe how innovation and technological change affect each other 11. Discuss the relationship among innovation, entrepreneurship, and creativity 12. Describe the nature of organizational conflict, its sources, and the way it arises between stakeholders and subunits | | | | | | |
| **موضوعات المادة:**  **(Course Topics)** | | 1. Organizations and Organizational Effectiveness 2. Stakeholders, Managers, and Ethics 3. Organizing in a Changing Global Environment 4. Designing Organizational Structure: Authority and Control 5. Designing Organizational Structure: Specialization and Coordination 6. Creating and Managing Organizational Culture and Change 7. Organizational Design, Competences, and Technology 8. Organizational Transformations: Birth, Growth, Decline, and Death 9. Decision Making, Learning, Knowledge Management 10. Innovation, Entrepreneurship, and Creativity 11. Managing Conflict, Power, and Politics | | | | | |
| **الكتاب المعتمد:**  **(Text Book)** | | Basic Reference: Jones, Gareth. (2010), Organizational Theory: Design and Change, 6th ed, New York. Pearson | | | | | |
| **المراجع العلمية:**  **(References)** | | Basic Reference: Jones, G. (2010), Organizational Theory: Design and Change, 6th ed, New York. Pearson | | | | | |
| * **طريقة التقييم للمواد النظرية:**   **(Grade Determination)** | | المشاركة Participation = 10%  الامتحان الأول 1st Exam=30%  الامتحان النهائيFinal Exam =40%  اعمال السنةCourse Work = 20% | | * **طريقة التقييم للمواد العملية:**   (Practical Course Grade Determination) | | (تقارير، أبحاث)  (Reports, Term Papers, Quizes)  الامتحان النهائيFinal Exam =40% | |
| **التوزيع الزمني:** (Course Outline) | | | | | | | |
| **الاسبوع**  **Week** | **عدد الساعات**  **Hours** | | **الموضوعات**  **Subjects** | | **الصفحات في الكتاب المعتمد**  **Pages in Textbook** | | **ملاحظات**  **Notes** |
| 01 | 3 | | Introduction  Chapter 1.  Organizations and Organizational Effectiveness | | 23-49 | | الهدف  1+2 |
| 02 | 3 | | Chapter 2.  Stakeholders, Managers, and Ethics | | 50-80 | | الهدف  3 |
| 03 | 3 | | Chapter 3  Organizing in a Changing Global Environment  Chapter 4  Basic Challenges of Organizational Design | | 81-111  114-141 | | الهدف  2+4+5 |
| 04 | 3 | | Chapter 5  Designing Organizations: Authority and Control  Chapter 6  Designing Organizational Structure: Specialization and Coordination | | 142-167  169-199 | | الهدف  2+6 |
| 05 | 3 | | Chapter 7  Creating and Managing Organizational Culture | | 201-227 | | الهدف  6 |
| 06 | 3 | | Mid-Term Exam | |  | |  |
| 07 | 3 | | Chapter 8  Organizational Design and Strategy in a Changing Global Environment | | 229-261 | | الهدف  5 |
| 08 | 3 | | Chapter 9  Organizational Design, Competences, and Technology  Chapter 10  Types and Forms of Organizational Change | | 262-290  292-323 | | الهدف  2+7 |
| 09 | 3 | | Chapter 11  Organizational Transformations: Birth, Growth, Decline, and Death | | 325-353 | | الهدف  8 |
| 10 | 3 | | Chapter 12  Decision Making, Learning, Knowledge Management, and Information Technology | | 355-385 | | الهدف  9 |
| 11 | 3 | | Chapter 13  Innovation, Entrepreneurship, and Creativity | | 385-408 | | الهدف  10-11 |
| 12 | 3 | | Chapter 14  Managing Conflict, Power, and Politics | | 410-431 | | الهدف  12 |
| 13 | 3 | | Discussions of Reports | |  | |  |
| 14 | 3 | | Discussions of Reports | |  | |  |
| 15 | 3 | | Discussions of Reports | |  | |  |
| 16 | 2 | | Final Exam | |  | |  |

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| اعتمدت من قبل رئيس القسم  Approved by Dept. Chair | **اعتمدت من قبل مجلس القسم**  **أ ق أ/ج2011-2012/ ق أ 2** | تاريخ الاعتماد  Date of Approval | **31/1/2012** |

**معلومات إضافية:**

**Extra Information:**

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| **مدرس المادةCourse Instructor** |  |
| **رقم المكتبOffice No.** |  |
| **الهاتف الداخليExtension**  **البريد الالكتروني Email** |  |
| **الساعات المكتبية** |  |