Syllabus

Organization Theory

Bachelor's Degree
Field of Knowledge – 07 Management and administration
Specialty - 073 Management
Educational professional program - International management
Year: 3, Semester: 5
Number of credits: 5 Teaching language: English

Course Instructor

Ph D, Batryn Natalia

Contact information	nbatryn@gmail.com

Course Description

Effective management is closely linked to the interaction of many people, which combines the planning and coordination of their joint activities. The purpose of studying the discipline "Organization Theory" is to develop skills for individual-psychological development of the individuals, their motivation, effective vertical and horizontal communications, interpersonal relationships, trends in organizational development and reactions to changes. Organization Theory forms the following competencies: to know the essence of the basic concepts and categories of organizational behavior; techniques for using basic behavioral management tools in the workplace; characteristics of the influence of various factors on the behavior of people in the organization; basic tools for managing behavior at the individual, group and organizational levels; be able to develop a motivational mechanism of managerial activity in the organization; mechanism of formation of functional behavior of employees of the organization; choose an effective leadership style; use modern tools in managing people's behavior in the organization; coordinate interaction between management bodies, intergroup dynamics, manage conflicts; staff activities; exchange of information, knowledge between divisions, groups, individuals in the organization. The knowledge and skills acquired in the study of discipline can be implemented in management and executive activity in any sphere of national economy.

Course Structure

Hours (l/p)	Theme	Outcomes	Tasks
4/4	**Theme 1**. The concept of organizational theory. General characteristics of the organization. Basic approaches to determining the essence of the organization. Manifestations of the organization: material, intellectual and mixed. The genesis of the organization.	Know the essence of the basic concepts and categories of organizational theories; techniques for using basic behavioral management tools.	Tests, group discussion, situational tasks, case studies.
4/4	**Theme 2.** Organization as a system. Concept of organizational system. Organization as an open system. Organization as an element of the social system. Organization as a purposeful	Know and apply basic tools for managing people's behavior at the individual, group and organizational levels.	Tests, situational tasks, case studies, group presentations.

	system. Internal environment of the organizational system.		
4/4	**Theme 3**. Organization as a process. Statics and dynamics of organizational systems. Dynamic organization. Comparative analysis of the principles of operation of static and dynamic organizations.	Use modern tools in managing people's behavior in the organization; coordinate interaction between management bodies, organizational units (executors).	Tests, situational tasks, case studies.
4/4	**Theme 4.** Theoretical foundations of the organization as an object of management. Organization as a controlled system.	Be able to develop a motivational mechanism of managerial activity in the organization; mechanism of formation of functional behavior of employees of the organization.	Tests, situational tasks, case studies, group presentations.
4/4	**Theme 5.** Organizational design. The concept of design. The essence of organization design. The nature of the organization's project. Methods of organizational design.	To plan personal development and career of employees in the organization; to form a system of adaptation and development of personnel in the organization.	Tests, group discussion, situational tasks, case studies.
4/4	**Theme 6.** The structure of the organization as a factor of ensuring its effectiveness". Concept of organizational structure. Concept of organizational chart. Types of organizational structures.	Monitor the effectiveness and efficiency of the organization, groups, individuals; employee behavior in the organization;	Tests, group discussion, situational tasks, case studies.
2/2	**Theme 7.** Information and analytical technologies in the organization. Information in the organization as a factor in ensuring its effectiveness. Classification of information in the organization.	Be able to manage and process information in organization.	Tests, group discussion, situational tasks, case studies.
2/2	**Theme 8.** Effectiveness of the organization: economic and social aspects. Types of the effect of the organization's activities. Potential and actual effect of the organization's activities.	Monitor the effectiveness and efficiency of the organization, groups, individuals; employee behavior in the organization; Effective communication within the organization.	Tests, group discussion, situational tasks, case studies.

Learning Recourses

1. Батрин Н.В. Case study method in teaching organizational behavior in Ukraine. Науковий журнал «Молодий вчений» № 5 (81) травень 2020 р. C 342-346. https://molodyivchenyi.ua/index.php/journal/article/view/1027/987
2. Batryn Natalia. Wartime leadership in the context of organizational change theories. International Science Journal of Management, Economics and Finance. Vol. 1, No. 1, 2023
3. Батрин Н.В. Теорія організації: навчальний посібник для студентів 1-го рівня (бакалаврів). Тернопіль: ЗУНУ. 2020. – 142 с. http://library.wunu.edu.ua/index.php/uk/nmkd?start=1400
4. Методичні рекомендації для проведення практичних занять з дисципліни *Теорія організації* для студентів 1-го ступеня (бакалаврів). Тернопіль: ЗУНУ, 2022. – 16 с.
5. http://library.wunu.edu.ua/index.php/uk/nmkd?start=1400
6. Методичні рекомендації для забезпечення індивідуальної роботи студентів з дисципліни *Теорія організації* для студентів 1-го ступеня (бакалаврів). Тернопіль: ЗУНУ, 2022. http://library.wunu.edu.ua/index.php/uk/nmkd?start=1400
7. Berkowitz, H., Brunsson, N., Grothe-Hammer, M., Sundberg, M., & Valiorgue, B. (2022). Meta-Organizations: A Clarification and a Way Forward. *M@n@gement, 25(2),* 1–9. https://doi.org/10.37725/mgmt.v25.8728

8. Birken, S. A., & Currie, G. (2021). Using organization theory to position middle-level managers as agents of evidence-based practice implementation. Implementation Science, 16(1), 1–6. https://doi.org/10.1186/s13012-021-01106-2

Grading Policies

Deadline policies: Late assignments and Modules are graded with the permission of the Dean, if there are valid reasons (e.g. illness).

Academic Integrity Policy: All written assignments are screened for plagiarism and allowed for protection with correct text borrowings of no more than 20%. Write-offs during tests and exams are prohibited (including using mobile devices). Mobile devices may only be used during online testing.

Attendance Policy: Attendance is a mandatory component of the grade for which points are earned. For valid reasons (such as illness, international internship), training may be provided on-line, in agreement with the course leader.

Course requirements include the following major independent measures of learners' competency.

Credit module 1	Credit module 2	Credit module 3	Credit module 4
20%	20%	20%	40%
1. Participation in classes: 4 topics of 10 points each. 2. Written paper - max. 60 points.	3. Participation in classes: 4 topics of 10 points each. Written paper - max. 60 points.	1. Preparation of CPIT - max. 40 points. 2. CPIT defense - max. 40 points. 3. Participation in trainings - max. 20 points.	1. Tests (5 tests - 5 points) - max. 25 points. 2. Theoretical question - max. 25 points. 3. Case study - max. 50 points.

Final course grade:

ECTS		
A	90-100	excellent
B	85-89	good
C	75-84	good
D	65-74	satisfactory
E	60-64	satisfactory
FX	35-59	failed (with an opportunity to retest)
F	1-34	failed (with no opportunity to retest)