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Virtual Campus

School of Business

# 2. UNIVERSITY MISSION STATEMENT

Wayland Baptist University exists to educate students in an academically challenging, learning-focused and distinctively Christian environment for professional success, and service to God and humankind.

# 3. COURSE NUMBER & NAME:

MGMT 5305-VC02, Organizational Theory

# **4. TERM**:

Spring, 2019

# **5. INSTRUCTOR**:

Dr. Amona Anderson

# **6. CONTACT INFORMATION**:

Office phone:

WBU Email: amona.washington@wayland.wbu.edu

Cell phone: 210-274-1285

# **7. OFFICE HOURS, BUILDING & LOCATION**:

EX: M/T/W/TH 2:30-3:

# **8. COURSE MEETING TIME & LOCATION**:

Meeting day & time: Virtual Class

# **9. CATALOG DESCRIPTION**:

Organizations as complex systems impacted by environmental forces, and structure and design dimensions required for effectiveness

# 10. PREREQUISITE:

BUAD 5300 (For the M.P.A. MGMT 3304 only).

# **11. REQUIRED TEXTBOOK AND RESOURCE MATERIAL**:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **BOOK** | **AUTHOR** | **ED** | **YEAR** | **PUBLISHER** | **ISBN#** | **UPDATED** |
| Organizational Theory and Design | Daft | 12th | 2016 | Cengage Learning | 978-130562-9943 | 6/11/13 |

***NOTE:*** *This is an exclusive ISBN # for a loose-leaf version provided by the Cengage representative and available ONLY at our WBU Bookstore.*

# 12. OPTIONAL MATERIALS

# **13. COURSE OUTCOMES AND COMPETENCIES**:

* Describe an organization as an open system & hypothesize its application.
* Summarize the difference between a goal and a strategy.
* Identify the forces that influence environmental uncertainty.
* Differentiate between mimetic, coercive, and normative forces.
* Outline Woodward’s classification of organizational technologies.
* Illustrate an information system and subsystem design for managerial control, decision making, and knowledge management.
* Contrast Weber’s framework against current organizational control strategies.
* Compare the differences among rites of enhancement, renewal, and integration.
* Discuss the focus in modern organizations on the History of Western Industrialization.
* Develop a methodology for studying organizations.
* Summarize the development of the theory of organizations.
* Summarize how designing the organization to fit strategy and other contingencies can lead to organization effectiveness.
* Compare the five approaches for assessing organization effectiveness.
* Discuss the interface of design components, coupling, and technology.
* Using levels of analysis, explain the systemic relationship between environment, adaptation, and change.
* Differentiate between the stages of organizational life cycle development in relation to growth, development, and decline.
* Compare the different decision-making process models with the contingency framework.
* Rank the impact of globalization on the future of organizations and their design.
* Identify the five structural strategies for grouping organizational activities.
* Describe the symptoms of structural deficiency.
* Explain the institutional view in relation to organizational design and similarity.

# 14. ATTENDANCE REQUIREMENTS:

As stated in the Wayland Catalog, students enrolled at one of the University’s external campuses should make every effort to attend all class meetings. All absences must be explained to the instructor, who will then determine whether the omitted work may be made up. When a student reaches that number of absences considered by the instructor to be excessive, the instructor will so advise the student and file an unsatisfactory progress report with the campus executive director. Any student who misses 25 percent or more of the regularly scheduled class meetings may receive a grade of F in the course. Additional attendance policies for each course, as defined by the instructor in the course syllabus, are considered a part of the University’s attendance policy.

# **15. STATEMENT ON PLAGIARISM & ACADEMIC DISHONESTY**:

Wayland Baptist University observes a zero tolerance policy regarding academic dishonesty. Per university policy as described in the academic catalog, all cases of academic dishonesty will be reported and second offenses will result in suspension from the university.

# **16. DISABILITY STATEMENT**:

In compliance with the Americans with Disabilities Act of 1990 (ADA), it is the policy of Wayland Baptist University that no otherwise qualified person with a disability be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the university. The Coordinator of Counseling Services serves as the coordinator of students with a disability and should be contacted concerning accommodation requests at (806) 291-3765. Documentation of a disability must accompany any request for accommodations.

# **17. COURSE REQUIREMENTS and GRADING CRITERIA**:

**(Include information about term papers, projects, tests, presentations, participation, reading assignments, etc. and how many points or what percentage of the final grade each of these components or assignments is worth)**

Participation/Attendance 70pts A = 90-100%

Case Studies 100pts B = 80-89%

TOTAL 170pts C = 70-79%

D = 60-69%

F = below 59

**17.1 Include Grade Appeal Statement:** “Students shall have protection through orderly procedures against prejudices or capricious academic evaluation. A student who believes that he or she has not been held to realistic academic standards, just evaluation procedures, or appropriate grading, may appeal the final grade given in the course by using the student grade appeal process described in the Academic Catalog. Appeals may not be made for advanced placement examinations or course bypass examinations. Appeals are limited to the final course grade, which may be upheld, raised, or lowered at any stage of the appeal process. Any recommendation to lower a course grade must be submitted through the Vice President of Academic Affairs/Faculty Assembly Grade Appeals Committee for review and approval. The Faculty Assembly Grade Appeals Committee may instruct that the course grade be upheld, raised, or lowered to a more proper evaluation.”

# 18. TENTATIVE SCHEDULE

|  |  |  |
| --- | --- | --- |
| **Week** | **Topics Covered** | **Reading and Homework** |
| **Week 1**  **Feb 25 – Mar 3** | Introduction  **Post Individual Biographies**  **Answer DQ #1** | Chapter 1  Organizations & Organizational Design |
| **Week 2**  **Mar 4 - 10** | **Answer DQ # 2** | Chapter 2 & 3  Strategy, Organization Design and Effectiveness  Fundamentals of Organization Structure |
| **Week 3**  **Mar 18 – 24** | **CASE STUDY 1 DUE** | Chapter 4  The External Environment |
| **Mar 25 – 31** | **Answer DQ # 3** | Chapter 5  Interorganizational Relationships |
| **Apr 1 – Apr 7** | **Answer DQ#4** | Chapter 6  Designing Organizations for the International Environment |
| **Apr 8 – Apr 14** | **CASE STUDY 2 DUE** | Chapter 7  Manufacturing and Service Technologies |
| **Apr 15 – Apr 21** | **Answer DQ #5** | Chapter 8  Technology for Control, Social Business, and Big Data |
| **Apr 22 – 28** | **CASE STUDY 3 DUE** | Chapter 9  Organization Size, Life Cycle and Decline |
| **Apr 29 – May 5** | **ANSWER DQ 6** | Chapter 10 & 11  Organizational Culture and Ethical Values  Innovation and Change |
| **May 6 – 12** | **ANSWER DQ # 7** | Chapter 12 & 13  Decision-Making Processes  Conflict, Power, and Politics |
| **May 13 - 18** | **CASE STUDY 4 DUE** | \*All final work submitted |
|  |  |  |

# 19. ADDITIONAL INFORMATION

Faculty may add additional information if desired.