Wayland 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.

Contact Information

Course: MGMT 5305 VC01 – Organizational Theory

Campus: WBU Online

Term/Session: Summer 2026 (1 Jun – 25 Jul 2026)

Instructor: Dr. Ernie Rahn

Office Phone Number/Cell #: (912) 655-5036

WBU Email Address: Ernest.Rahn@wayland.wbu.edu

Office Hours, Building, and Location: "e" office hours: Mon-Fri, 8:00 AM - 5:00 PM

Class Meeting Time and Location: On-line through Wayland Baptist University Virtual Campus

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

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

Textbook Information

Required Textbook(s) and/or Required Materials:

BOOK	AUTHOR	ED	YEAR	PUBLISHER	ISBN#
Organizational Theory and Design	Daft	13th	2021	Cengage	9780-35770-2390

*This course is part of the **Pioneer Academic Access Program**. You will have access to an eBook, access code, and interactive learning material on the first day of class through your Blackboard course site. You will be notified via email with access instructions and additional information. If the course requires a physical book you can order at bookstore.wbu.edu. You can choose to opt-out, however if you do you will lose access to **EVERY class/material** and have to source through third party vendors.*

Optional Materials: American Psychological Association. (2020). *Publication manual of the American Psychological Association* (7th ed.). Author. (ISBN: 978-1433832154)

APA Website: *http://www.apastyle.org/pubmanual.htm*

Course Outcome Competencies:
- Analyze the effectiveness of the internal operations of organizations by applying structural theories.
- Analyze the effectiveness of organizations as open systems by applying various systems theories.
- Analyze the effectiveness of an organization as a culture by applying various theories on culture.
- Analyze the effectiveness of an organization as a system of power interactions and political behavior by applying various theories in power and politics.
- Formulate a problem statement applying various theories that address effectiveness in an organization.

Attendance Requirements

WBUonline
You are expected to participate in all required instructional activities in their courses. Online courses are no different in this regard; however, participation must be defined in a different manner. Student "attendance" in an online course is defined as active participation in the course as described in the course syllabus. Instructors in online courses are responsible for providing students with clear instructions for how they are required to participate in the course. Additionally, instructors are responsible for incorporating specific instructional activities within their course and will, at a minimum, have weekly mechanisms for documenting student participation. These mechanisms may include, but are not limited to, participating in a weekly discussion board, submitting/completing assignments in Blackboard, or communicating with the instructor. Students aware of necessary absences must inform the professor with as much advance notice as possible in order to make appropriate arrangements. Any student absent 25 percent or more of the online course, i.e., non-participatory during 2 or more weeks of an 8-week session, may receive an F for that course. Instructors may also file a Report of Unsatisfactory Progress for students with excessive non-participation. Any student who has not actively participated in an online class prior to the census date for any given session is considered a "no-show" and will be administratively withdrawn from the class without record. **The Census Date for the Summer 2026 term is June 5, 2026**. To be counted as actively participating, it is not sufficient to log in and view the course. The student must be submitting work as described in the course syllabus. Additional attendance and participation policies for each course, as defined by the instructor in the course syllabus, are considered a part of the university's attendance policy.

University Policies

Academic Integrity:
Link to Statement on Academic Integrity

Artificial Intelligence: No use of any generative AI tools permitted.

1. Students are required to create and produce all work themselves or with assigned group members. Any work submitted that has used an AI generative tool like ChatGPT will be in immediate violation of the academic integrity policies for the course and WBU.
2. All assignments must be fully created, designed, and prepared by the student(s).

Any work that uses generative AI will be treated as plagiarism.

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 Disability Services Coordinator and Academic Coach serves as the coordinator of students with disabilities and must be contacted concerning accommodation requests. Office: (806) 291-1057. Documentation of a disability must accompany any request for accommodations.

Course Requirements and Grading Criteria

Course Assessment Activities: Throughout this course, you will demonstrate your mastery of the concepts covered by participating in discussion board threads, conducting case studies, completing a research paper, and accomplishing a mid-term and final exam.

Discussion Boards: Each week a discussion board prompt will be posted within Discussion Board. Students will respond to each discussion board prompt during the associated week. Follow the instructions in the forum for the required material. Initial posts are due NLT Thursday, midnight of the associated week. Additionally, each student will respond substantively to a minimum of two initial posts made by their classmates for each discussion and respond to any questions posted to their posts before the end of the week. The quality of students' responses within these weekly discussion board sessions will be assessed. **Discussion Board Participation contribute 24% toward your final grade.**

Writing Assignments: Students will review 4 assigned case studies (due weeks 2, 3, 5, and 6) based on the course materials, and 1 short paper (Due week 7) Each case study should have 5 sections: (1) Summary, (2) identification of the problem, (3) your recommendations, (4) reflections on the case, and (5) answers to any case study questions (appendix). The short paper will address Biblical integration into Organization Theory. Assignments should have approximately 3-5 pages of body and include at least 1-2 scholarly references aside from the course text. **Writing Assignments contribute 30% toward your final grade.**

Research Paper: A research paper (minimum 10-12 pages of content, excluding title page, abstract, and references), referencing at least six peer-reviewed journal articles, will be developed to explore Organization Theory based on information from the Chapters in our text and appended to a single, real or well-documented organization. Your purpose is to diagnose how strategy, environment, structure, technology, culture, control, and decision dynamics interact in practice, and to translate those insights into actionable design recommendations. Follow the research paper requirements (the provided template is a very valuable tool!). Proper APA format is required. **Research Paper contributes 18% toward your final grade.**

Exams: Two exams will be given throughout the course (in Weeks 4 and 8). The exams will be a mix of multiple choice/guess and fill-in-the-blank questions. Exam 1 will cover Chapters 1-8 from the text and Exam 2 will cover Chapters 9-16. Students will have 4 hours to complete each exam. **Exams contributes 28% toward your final grade.**

Procedures Used to Compute Final Course Grade:

Evaluated Area	Percentage
1. Discussion Board Posts and Substantive Peer Interaction	24%
2. Writing Assignments	30%
3. Research Paper	18%
4. Exams	28%

Student Grade Appeals: 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 <u>final</u> 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 to the 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.

Tentative Schedule

This course outline serves merely as the anticipated roadmap to be used during this 8-week program. However, due to circumstances and the dynamic nature of this course, there may be some changes in the schedule. Should this happen, you will be advised via your WBU email, and we will discuss it as a class.

Templates: All writing assignments have a template attached to the assignment. This is a powerful tool provided to guide you through the assignment requirements as well as assist you with APA formatting (much of which will already be in place). You are highly encouraged to take advantage of these provided tools as part of your took kit for success in the class.

Week	Dates	Topic/Activities/Discussions
1	1 Jun 2026 to 7 Jun 2026	**Course Overview / Introduction to Organizations** Read: Daft, Chapter 1 Participate: Discussion 1
2	8 Jun 2026 to 14 Jun 2026	**Organization Purpose and Structural Design** Read: Daft, Chapter 2 and 3 Participate: Discussion 2 Submit: Week 2 Case Study Post: Research Paper Topic
3	15 Jun 2026 to 21 Jun 2026	**Open System Design Elements, 1** Read: Daft, Chapter 4 and 5 Participate: Discussion 3 Submit Week 3 Case Study
4	22 Jun 2026 to 28 Jun 2026	**Open System Design Elements, 2 / Internal Design Elements, 1** Read: Daft, Chapter 6 and 7 Participate: Discussions 4 Complete: Exam 1 (Chapters 1-7)
5	29 Jun 2026 to 5 Jul 2026	**Internal Design Elements, 2** Read: Daft, Chapter 8, 9, and 10 Participate: Discussions 5

		Submit: Week 5 Case Study
6	6 Jul 2026 to 12 Jul 2026	**Managing Dynamic Processes, 1** Read: Daft, Chapter 11 and 12 Participate: Discussions 6 Submit: Week 6 Case Study
7	123 Jul 2026 to 19 Jul 2026	**Managing Dynamic Processes, 2** Read: Daft, Chapter 13 and 14 Participate: Discussions 7 Submit: Week 7 Short Paper
8	20 Jul 2026 to 25 Jul 2026	**Research Paper / Final Exam** Participate: Discussion 8 Submit: Research Paper Complete: Exam 2

Note: Changes in the Syllabus: Although this course is expected to follow the syllabus as written, the instructor reserves the right to adjust the syllabus. The instructor will inform the students of all major changes in a reasonable and timely manner.

Additional Information

Student Responsibilities: You are responsible for reading, understanding, and obeying all academic policies appearing in the Wayland Baptist University *Academic Catalog* applicable to their curriculum and/or program of study.

Assignment Submission: All assignments will have due dates and late penalties. Failure to submit assignments on time will result in a 10% grade reduction per 24-hour period following the due date. No assignments will be accepted more than 7 days late without prior coordination.

Information/Notification: Any directives concerning class will be sent to your Wayland email account. It is imperative that you check the course blackboard information throughout the semester.

Additional Course Requirements: Any directives concerning class will be sent to your Wayland email account. It is imperative that you check the course blackboard information and your Wayland email throughout the semester.

Classroom Courtesy: Exhibit courtesy to everyone in your class by posting initial discussion responses in a timely manner and substantively interacting with one another. Keep discussion content in line with the course instructions and expectations.

Format of Course Deliverables: All course assignments must be submitted no later than the assignment due date. Written assignments must be constructed in Times New Roman, 12 pt. font, double spaced, and submitted following APA (7th Edition) guidelines using Microsoft Word.