

WAYLAND BAPTIST UNIVERSITY

Division of Business

Spring Term 2008 – Virtual Campus

May 27th, 2008 – Aug 9th, 2008

Holidays	
May 26	Memorial Day
July 4	Independence Day
There will be no class or assignments during these days	

MGMT 5305 – Organizational Theory

Instructor: Keith Pratt, PhD

Office Hours: Monday – Friday 10 AM – 7 PM (Other times by Appointment)

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Course Description: MGMT 5305. Organizational Theory - An intensive study of complex organizations as social systems and the design dimensions and structure of organizations throughout the 20th Century, the emerging designs for the 21st Century and the application of these concepts to the analyses and structural design of organizations. Special emphasis on the roles of size, complexity, environment, technology, and systems perspectives on the analyses of organization structures.

Textbook: Organization Theory and Design, 9th Edition (2005), Daft, Richard L. South-Western College Publishing, Cincinnati, Ohio 45227.

Methods of Assessing Outcomes - Objectives: Students in the course are preparing for careers of leadership in management, education, business and health care. Upon completion of the course, students will:

1. Be able to describe an organization as an open system.
2. Be able to summarize the difference between a goal and a strategy.
3. Be able to identify the conditions, which usually are present before an organization should adopt a matrix structure.
4. Be able to identify the forces that influence environmental uncertainty.
5. Be able to differentiate between mimetic forces and normative forces.
6. Be able to outline Woodward's classification of organizational technologies.
7. Be able to define an executive information system.
8. Be able to describe the three bases of authority identified by Weber.
9. Be able to describe the differences among rites of enhancement, renewal, and integration.
10. Be able to define quality circles.

Course Outline:

Week 1 May 27 th	Introduction, Course Policy & Requirements, Syllabus Chapter 1: Organizations & Organization Theory
Week 2 June 2 nd	Chapter 2: Strategy, Organizational Design, and Effectiveness (Your first Journal Article will also be assigned this week.)
Week 3 June 9 th	Chapter 3: Fundamentals of Organization Structure
Week 4 June 16 th	Chapter 4: The External Environment (A case study will be assigned this week)
Week 5 June 23 rd	Chapter 5: Interorganizational Relationships Chapter 6: Designing Organizations for the International Environment
Week 6 June 30 th	Chapter 7: Manufacturing Service Technologies Chapter 8: Information Technology & Control
Week 7 July 7 th	Mid- Term – Chapters 1 – 8 (Details will be provided prior to the test)
Week 8 July 14 th	Chapter 9: Organizational Size, Life Cycle and Decline Chapter 10: Organizational Culture & Ethical Values
Week 9 July 21 st	Chapter 11: Innovation and Change Chapter 12: Decision Making Process
Week 10 July 28 th	Chapter 13: Conflict and Power and Politics (2 nd Journal Article or Internet Assignment)
Week 11 Aug 4 th	Final Exam – Chapter 9 – 13 The Final Exam will be given out earlier to allow time for you to complete it.)

Grading:

Discussion Questions and Participation-300 Points-30 Points for each week.

Weekly Summary-100 Points-10 Points for each week.

Case Studies-(2) 50 Points each

Articles-(2) 50 Points each

Midterm-200 Points

Final-200 Points

Requirements for Credit: Students should make every effort to login to the course two to three times per week. (Just so you know I have the ability to track whenever you login to Blackboard, where you visit and how you long you visit).

Discussion Forum: Discussion question/s will be posted to the discussion board each week. Students are required to post responses to the questions each week by Thursday of that week. You are also required to respond to two of your fellow colleagues posts by Sunday, at midnight of that week unless otherwise instructed.

Mid-Term and Final Exam: There will be two exams, each worth 200 Points. These will not be multiple choice or True/False exams.

Case Studies, Journal Articles and Collaborative Activities: There will be a minimum of two case studies and two journal articles required throughout the course. You may be required to work collaboratively (meaning you will work in teams) for at least one of those activities.

Attendance and Testing Policies: This keeps both the student and the instructor aware of progress and that information is being checked. A current email address is also required. Students need to ensure their ISP and computer systems are reliable. If there are issues with the WBU VC server, students will not be penalized. THE TIMELINES SET UP IN THE SYLLABUS AND CLASS CALENDAR MUST BE ADHERED TO – THIS IS NOT A SELF-PACED COURSE! Do not wait until the last day to post assignments or provide comments to the discussion board – if you have an issue – I may not be able to assist you.

Policy Toward Persons with Disabilities: University policy states that no otherwise qualified disabled person be excluded from participation in, be denied the benefits of, or be subject to discrimination under any university education program or activity.

Policies Regarding Academic Dishonesty and Plagiarism: Assigned research papers will contain only material from sources outside the

textbook. Any attempt to use an author's words or ideas and represent them as your own is plagiarism. Material that I recognize as coming from the textbook will result in severe point penalty. If you use someone else's ideas, document your paper by crediting the author with a bibliographical reference. Penalties for academic dishonesty are outlined in the Wayland catalog.

Wayland Baptist University Mission Statement:

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