



## Course Outline

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Human Enterprise and Innovation  
School of Business & Economics

ORGB 3810 - **3.00** - Academic

Organizational Theory and Design

## Rationale

Update Curricunet to reflect standard course outlines established by the School.

## Calendar Description

Students explore the theory and application of organizing in complex workplace environments. Various conceptual tools and theoretical frameworks are utilized to systematically investigate organizing processes and contexts and solve practical problems. Topics include organizations and organization theory; organizational stakeholders; the external environment; organizational structure and design; organizational culture; decision making; conflict, power and politics; and organizational change and transformation.

## Credits/Hours

**Course Has Variable Hours:** No

**Credits:** 3.00

**Lecture Hours:** 3.00

**Seminar Hours:** 0

**Lab Hours:** 0

**Other Hours:** 0

*Clarify:*

**Total Hours:** 3.00

**Delivery Methods:** (Face to Face)

**Impact on Courses/Programs/Departments:** No change

**Repeat Types:** A - Once for credit (default)

**Grading Methods:** (S - Academic, Career Tech, UPrep)

## Educational Objectives/Outcomes

1. Explain why organizations exist.
2. Identify stakeholders and their interests.
3. Describe how the external environment impacts organizations and how they adapt.
4. Discuss the challenges of organizational design and how structure impacts coordination, communication and control.
5. Identify the building blocks of organizational culture.

6. Illustrate how to create and manage organizational culture.
7. Differentiate between different models of decision making.
8. Describe the causes of politics and conflict and how they can be prevented.
9. Define the life cycle of organizations and the types and forms of organizational change.

## Prerequisites

CMNS 1290-Introduction to Professional Writing  
CMNS 1290-Introduction to Professional Writing  
ORGB 2810-Organizational Behaviour

## Co-Requisites

## Recommended Requisites

## Exclusion Requisites

ORGB 3811-Organizational Theory and Design

## Texts/Materials

### Textbooks

1. **Required** Jones, Mills and Weatherbee. *Organizational Theory, Design and Change*, Canadian ed. Pearson.

## Student Evaluation

The Course grade is based on the following course evaluations.

Midterm 10% (0.00%) Assignments 60% (0.00%) Final exam 30% (0.00%)

## Course Topics

1. Organizations and Organization Theory
  - What is an organization?
  - Why do they exist?
2. Organizational Stakeholders
  - External stakeholders: customers
  - Internal stakeholders: employees, managers
3. External Environment
  - Influence
  - Resources and information
4. Organizational Structure and Design
  - Challenges of organizational design
  - Designing structure
  - Designing work
5. Organizational Culture

- What is culture?
  - Developing culture
6. Decision Making
- Models of decision making
7. Conflict, Power and Politics
- Causes of conflict
  - Prevention
8. Organizational Change and Transformation

## **Methods for Prior Learning Assessment and Recognition**

As per TRU Policy

### **Last Action Taken**

Implement by Submission Preview Subcommittee Chair Peggy McKimmon

Current Date: 30-Oct-20