

Syllabus Mgt 710
Online

COLLEGE OF BUSINESS AND PUBLIC AFFAIRS
Course Data Sheet

Course Number and Title: Management 710, Organizational Theory and Design

Course Description: This course will address the theory of how organizations are structured. The course explores the behavioral side of organizations at both the macro and micro levels. The evolving body of empirical, literary, philosophical, and case/experiential knowledge will be discussed to enhance appreciation for the role of human action in the design and function of organizations.

Readings: Miles, Jeffrey. 2012. **Management and Organization Theory, San Francisco: Jossey Bass.**

College Mission Statement:

The College of Business and Public Affairs, consistent with the overall mission of The University of Tennessee at Martin, develops graduates whose skills, abilities and ethical standards contribute to a diversified and dynamic society. With a primary focus on teaching, the College emphasizes quality undergraduate and graduate instruction and faculty commitment to student and regional development. Programs are delivered in an environment that encourages a broad understanding of the forces shaping global social, political and economic change. The college promotes and supports cooperative alliances with stakeholders and outstanding teaching, research, and service.

MBA Learning Objectives related to the CBGA Mission:

- MBA 1 effective written and oral communication,
- MBA 2 effective leadership and teamwork,
- MBA 3 an understanding of the integrated nature of business functions,
- MBA 4 an understanding of ethical dimensions in business decisions, and
- MBA 5 the ability to think critically and use analytical approaches in making effective decisions within a dynamic business environment.

Course Specific Objectives

By the end of the semester, students will:

1. Understand the meaning and implications of organizational environments (MBA obj #3, #4, #5)
2. Understand the processes of structuring organizations (MBA obj. #3)
3. Understand the role of technology in organizing (MBA obj. #3, #5)
4. Understand organizational culture (MBA obj. #1, #4, #5)
5. Understand the roles of power and politics in organizations (MBA obj. #3, #4, #5)
6. Understand the basic management functions (MBA obj. #2, #3, #4, #5)
7. Understand change and organizational learning (MBA obj. #2, #3, #5)
8. Understand organizational design (MBA obj. #3)
9. Understand a variety of perspectives on organizational theory (MBA obj. #5)
10. Understand basic theory of motivation (MBA obj. #2)
11. Understand basic theory of leadership (MBA obj. #2)
12. Understand basic theory of organizational communication (MBA obj. #2, #5)
13. Improve written communication skills (MBA obj. #1)

14. Improve written oral presentation skills (MBA obj. #1)
15. Develop and improve analytical skills (MBA obj. #5)

Any student eligible for and requesting academic accommodation due to a disability is required to supply a letter of accommodation from Disability Services (PACE Office), Clement 203 (Extension 7605 or 7744), within the first two weeks of the semester.

Course Policies:

Participation Policy

Please abide by deadlines for online discussion and other assignments.

Test Policy

Exams will be of the take-home variety, indicated on the course calendar. Exams will be essay questions covering the material we have been reading and discussions.

Course at a glance

Introduction and Overview

Economics now and in the foreseeable future

A Big-Picture View of Organizing

Environmental Issues facing Business

A Systems Perspective on Business

Business Functions: Core and Support

Structuring Organizations

Technology and Organizing [First exam made available]

Organizational Culture [First exam due]

Power and Politics in Organizations

Management Functions

Change and Learning

A Variety of Perspectives on Organizations

The Story of Motivation in Organizations

The Story of Leadership in Organizations

The Story of Communication in Organizations

Grade determination: Exams (2), Application of Theories (3) Integration of Theories
Online Discussion

Grades will be assigned using this grading scale: 90-100 A, 80-89 B, 70-79 C, 60-69 D and below 60 F.

Midterm and Final Exam

The exams will be comprised of two essays each. The essays will require you to write a specified (specified at the time the exam is made available) number of words on a topic we have covered in class. You will be expected to write clearly, demonstrate insight, cover the question asked, and use knowledge you gained in this class or that you discover by researching the question. Exams will be submitted electronically. Grades will be posted on Blackboard using your student ID number.

Applying Theories

You will be assigned three theories (two from the book and one you will need to research). Your assignment will include making the theory come alive by applying it to your work and life experience and/or to events going on in the world around us. You will be given a date by which you will need to have uploaded each of your theory-application documents. The document you create needs to be long enough to offer insights into the theory that are meaningful, practical, intriguing, and accurate (application relevant to the theory).

Integrating Theories

You will be assigned to a group of three to work on theory integration. Your group's assignment will be to integrate the theories you have written applications for, which means your group will have sixteen theories (four people with four theories each) to integrate. You will be given a date by which you will need to have uploaded your integrations, which will be after all the applications have been written and uploaded. You will evaluate your group members using a peer evaluation form. Your group will be assigned a grade based on these criteria: clarity of thought, depth of insight, accuracy of understanding of theories integrated, thoroughness of integration. Your individual score for this assignment will be based on the group score indexed by the score given to you by your teammates.

Online Discussion

You will be expected to post at least one question or comment on each of the discussion topics and respond to at least two of the questions or comments left by your colleagues on each topic. Your grade will be better if you post earlier rather than late, since it is difficult for others to respond to comments left after much of the discussion has occurred. Posts clearly designed to broaden or update the perspectives of your colleagues on the issues being discussed, will be the most highly valued.

Discussion Protocol

Please be courteous in your comments. It is okay to disagree, but do so in a manner that demonstrates respect. The goal of the discussions and assignments is to maximize learning for us all, so please do your part in that. If I believe you are violating this discussion protocol, I will bring it to your attention and if your violation continues, I will reduce your grade on the discussion or assignment. Please do not be unduly cautious, however, since civil disagreement can incite greater learning.

Responding to Assignment Updates

You will be sent assignment specifics, alerted to view videos/documentaries or alerted to read documents for discussion. Please attend to the updates/alerts in a timely manner.