



Hunan University BUS 31:Introduction to Organization Theory

Professor: To be announced

Total contact hours: 54 hours

Credit: 4

Course Description

This course will provide you with a necessary understanding, appreciation and familiarization of how most organizations function. This knowledge will directly benefit you every day in your work life as you try to get ahead. The objective can be restated to be development of your ability to apply the concepts in critical and creative ways, to analyze organizational processes and structures and to assess literature about the same. Improvement in communication (especially written) skills is another objective, since it is also a programmatic goal of our program.

Required Material

Organization Theory: Modern, Symbolic and Postmodern Perspectives, second edition

Author: Mary Jo Hatch

Published by: OUP Oxford; 2012,11

ASIN: 0199640378

Grading

Attendance plus in-class reports(Individual) will take 15%

Midterm quiz will take 25%

Centrally scheduled final exam covers all classes will take 40%

Group report 1 will take 10%

Group report 2 will take 10%

A+ 96-100	A 90-95	A- 85-89
B+ 82-84	B 78-81	B- 75-77
C+ 71-74	C 66-70	C- 62-65
D 60-61	F < 60	



Course Objectives

Upon successful completion of this course, students will be able to:

1. Explain concepts of modern organization theory;
2. Analyze organizational structures and processes through multiple perspectives;
3. Apply concepts of the course to design solutions to organization's moderately complex problems.

Evaluation Process

1. In-Class Reports (ICR)

Weekly attendance and submission of notes [for up to 15% marks].

Attendance by itself does not earn any point; late arrival in class, or leaving the class early can also reduce ICR marks. Group and individual reports are to be worked out in class but preparation, in most of the occasions, ahead of time, will be required; random selections will be evaluated.

2. A quiz and a final examination - Ascertaining completeness of your reading, understanding, and abilities to apply the course concepts.

3. Two group case analysis reports which are preceded by mandatory individual submission of well-written case notes: engaging in a discourse with colleagues to test your grasp of various concepts as you try to apply them; engaging in a mature evaluation of others' ideas and approaches.

Learning Objectives

A. To gain full value of class discussions you need to read and think about the concepts and illustrations(i.e. examples and vignettes) in the text before you come to the class.

B. When you know what case or exercise will be discussed and conducted in the class, please prepare yourself by reading and thinking about them and the relevant concepts before you come to the class.

C. Groups created randomly by teacher at first. If you would like to form a group on your own, let the instructor know ASAP.

Homework

Your success in this course is usually directly related to the effort you put into the homework assignments.

Course Schedule

The course has 24 class sessions in total. All sessions are 2 hours and 15 minutes in length.

Note: the course outline and required readings are subject to change.

Class 1: Introduction to the course, get familiar with the syllabus and attending policy.

Class 2: What is Organization Theory.



- Class 3: A brief history of Organization Theory.
- Class 4: Core concepts and theories.
- Class 5: Organization-environment relations.
- Class 6: Organizational social structure.
- Class 7: Middle term review of former classes and a shot quiz.
- Class 8: Organizational culture and group case analysis report 1.
- Class 9: The physical structure of organizations.
- Class 10: Organizational power, control and conflict.
- Class 11: Looking back and looking forward.
- Class 12: Theory and practice and group case analysis report 2.
- Class 13: Some promising new ideas in organization theory.
- Class 14: Concepts and illustrations of organizations.
- Class 15: Organizational Ecology Theory.
- Class 16: Organizational Justice Theory.
- Class 17: Planned Behavior Theory.
- Class 18: Rational Modern Organization Theory.
- Class 19: Interpretative Organization Theory.
- Class 20: Critical Organization Theory.
- Class 21: Postmodern Organization Theory.
- Class 22: Conclusion and discussion.
- Class 23: Review of the course and reply to confusions.
- Class 24: Final test

Attending Policy

Regular and prompt attendance is required. Under ordinary circumstances, you may miss two times without penalty. Each absence over this number will lower your course grade by a third of a letter and missing more than five classes may lead to a failing grade in the course. Arriving late and/or leaving before the end of the class period are equivalent to absences.

Policy on "Late Withdrawals"

In accordance with university policy, appeals for late withdrawal will be approved **ONLY** in case of medical emergency and similar crises.

Academic Honesty

Hunan University expects all students to do their own work. Instructors will fail assignments that show evidence of plagiarism or other forms of cheating, and will also report the student's name to the University administration. A student reported to the University for cheating is placed on disciplinary probation; a student reported twice is suspended or expelled.



General Expectations:

Students are expected to:

- Attend all classes and be responsible for all materials covered in class and otherwise assigned;
- Complete the day's required reading and assignments before class;
- Review the previous day's notes before class and make notes about questions you have about the previous class or the day's reading;
- Participate in class discussions and complete required written work on time;
- Refrain from texting, phoning or engaging in computer activities unrelated to class during the class period;
- While class participation is welcome, even required, you are expected to refrain from private conversations during the class period.

Special Needs or Assistance

Please contact the Administrative Office immediately if you have a learning disability, a medical issue, or any other type of problem that prevents professors from seeing you have learned the course material. Our goal is to help you learn, not to penalize you for issues which mask your learning.