

Syrian Arab Republic	 الجامعة الافتراضية السورية SYRIAN VIRTUAL UNIVERSITY	الجمهورية العربية السورية
Ministry of Higher Education		وزارة التعليم العالي
Syrian Virtual University		الجامعة الافتراضية السورية

Course Description: Organization Theory

1- Basic Information:

Course Name	Organization Theory
Course ID	BMN503
Contact Hours (Registered Sessions)	24
Contact Hours (Synchronized Sessions)	18
Mid Term Exam	-
Exam	75 min
Registered Sessions Work Load	48
Synchronized Session Work Load	18
Credit Hours	5
Course Level	5

2- Pre-Requisites: None

Course	ID
Fundamentals of Management	BMN401

3- Course General Objectives:

The course focuses on the organization as a social system with specific objectives that it seeks to achieve through individuals and groups through specific mechanisms based on the organizational structure which determines the methods of working, communication and decision making. The objective of this course is to clarify the concept of the organization, how to measure its effectiveness, to identify the types of organizational structure and its dimensions and the impact of each of the determinants (environment the organization, technology used in the organization, strategies of the organization, size of the organization, people managing the organization) on these dimensions, and what are the coordination mechanisms used between the core parts of the organization

4- Intended Learning Outcomes (ILO):

Code	Intended Learning Outcomes
ILO1	Introduce student with the concept of the organization, its components, the main approaches to its study and its life cycle.

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ILO2	The student understands the reasons for studying the organization theory.
ILO3	Students are introduced to the concept of organization effectiveness and how to measure it.
ILO4	Students are introduced to the concepts of organization design, organizational structure design and its dimensions.
ILO5	The student understands and explains the difference between the perspectives interpreting the organization's design.
ILO6	The student understands and explains the difference between the models interpreting the organizational structure design.
ILO7	Students learn about the types of organizational structures and determine the appropriate conditions for their use.
ILO8	The student understands the different types of coordination mechanisms used between the core parts of the organization
ILO9	The student recognizes the impact of each of the determinants (environment, technology, strategies of the organization, size of the organization, people managing the organization) on the dimensions of the organizational structure.

5- **Course Syllabus** (24 hours of total Recorded Sessions, 18 hours of total synchronized sessions)

- **RS:** Recorded Sessions; **SS:** Synchronized Sessions;

ILO	Course Syllabus	RS	SS	Type	Additional Notes
ILO 1, ILO 2	Chapter1- Introduction in Organization theory	2	1.5	<input type="checkbox"/> Exercises <input type="checkbox"/> Assignments <input type="checkbox"/> Seminars <input type="checkbox"/> Projects <input type="checkbox"/> Practices <input type="checkbox"/> Others	
ILO 3	Chapter2- Organizational effectiveness	2	1.5	<input type="checkbox"/> Exercises <input type="checkbox"/> <u>Assignments</u> <input type="checkbox"/> <u>Seminars</u> <input type="checkbox"/> Projects <input type="checkbox"/> Practices <input type="checkbox"/> Others	
ILO 4, ILO	Chapter3- Organization design Chapter4- Organizational Structure design	4	3	<input type="checkbox"/> Exercises <input type="checkbox"/> <u>Assignments</u> <input type="checkbox"/> <u>Seminars</u> <input type="checkbox"/> Projects	

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5, ILO 6				<input type="checkbox"/> Practices <input type="checkbox"/> Others	
ILO 7	Chaprtter5- Types of Organizational Structure	4	3	<input type="checkbox"/> Exercises <input type="checkbox"/> <u>Assignments</u> <input type="checkbox"/> <u>Seminars</u> <input type="checkbox"/> Projects <input type="checkbox"/> Practices <input type="checkbox"/> Others	
ILO 8	Chaprtter6- Coordination mechanisms between the core parts of the organization	2	1.5	<input type="checkbox"/> Exercises <input type="checkbox"/> <u>Assignments</u> <input type="checkbox"/> <u>Seminars</u> <input type="checkbox"/> Projects <input type="checkbox"/> Practices <input type="checkbox"/> Others	
ILO 9	Chaprtter7- Strategies of the organization Chaprtter8- Environment of the organization Chaprtter9- Technology used in the organization Chaprtter10- Size of the organization Chaprtter10- People managing the organization	10	7.5	<input type="checkbox"/> Exercises <input type="checkbox"/> <u>Assignments</u> <input type="checkbox"/> <u>Seminars</u> <input type="checkbox"/> Projects <input type="checkbox"/> Practices <input type="checkbox"/> Others	

6- Assessment Criteria (Related to ILOs)

ISC	Interactive Synchronized Collaboration	Ex	Exams	Rpt	Reports
PF2F	Presentations and Face-to-Face Assessments	PW	Practice Work		

ILO Code	ILO	Intended Results	Assessment Type				
			ISC	PW	Ex	PF2F	Rpt
ILO1	Introduce student with the concept of the organization, its components, the main approaches to its study and its life cycle.	Remember the content of the chapter through answering direct	X		X		

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ILO2	The student understands the reasons for studying the organization theory.	questions and deductive ones.	X		X		
ILO3	Students are introduced to the concept of organization effectiveness and how to measure it.		X		X		
ILO4	Students are introduced to the concepts of organization design, organizational structure design and its dimensions.	Through a case study, the student studies the organizational structure dimensions in an organization and its design, then connects it with the ideas presented in the content of the course.	X		X		X
ILO5	The student understands and explains the difference between the perspectives interpreting the organization's design.		X		X		X
ILO6	The student understands and explains the difference between the models interpreting the organizational structure design.		X		X		X
ILO7	Students learn about the types of organizational structures and determine the appropriate conditions for their use.	Through discussion with the tutor, the student analyses through case study how much each type of organizational structure is suitable to be used within a given context.	X		X		X
ILO8	The student understands the different types of coordination mechanisms used between the core parts of the organization	Remember the content of the chapter through answering direct questions and deductive ones.	X		X		X
ILO9	The student recognizes the impact of each of the determinants (environment, technology, strategies of the organization, size of the organization, people managing the organization) on the dimensions of the organizational	Student connects, through some cases study, between the organizational structure determinants of an organization and its	X		X		X

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structure.	organizational structure dimensions, and suggests certain modifications for the organizational structure dimensions with justification for his previous suggestions.					
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7- Practice Tools:

Tool Name	Description

8- Main References

1- القريوتي، محمد قاسم، (2008)، نظرية المنظمة والتنظيم، دار وائل للنشر، الطبعة الثالثة، عمان، الأردن.

2- نعمة عباس الخفاجي، طاهر محمد الغليبي، (2018)، نظرية المنظمة : مدخل التصميم، مجموعة اليازوري العلمية للنشر و التوزيع، الأردن.

3- الشماع، خليل محمد حسن و حمود، خضير كاظم (2007)، نظرية المنظمة، دار المسيرة، الأردن.

1- Lægaard, J. (2006). *Organizational Theory*. Mille Bindslev & Ventus Publishing ApS & bookboon.com.

2- Pugh, D. and Hickson, D.J. (2007). *Writers on Organizations* (6th edition), Sage Publications

3- Hatch, M.J. & Cunliffe, A.L. (2013). *Organization Theory Modern, symbolic and postmodern perspectives* (3rd edition), Oxford University Press.

4- ROJOT, Jacques, (2003), *Theories des Organisations*, Editions Eska, Paris, France

Mary, Jo Hatch, (1997), *Theories des Organisations*, DeBoeck Universites, Paris.

9- Additional References

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