

وصف التفصيلي للمادة الدراسية – إجراءات تنفيذ مهام لجنة الخطة الدراسية/ كلية الاقتصاد والعلوم الإدارية
Course Detailed Description – Procedures of the Course Plan Committee/Faculty of
Economics & Adm. Sciences

QF05/0408-1.0

القسم	إدارة الأعمال	Department
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Advanced Organizational Theory: Design and Change	اسم المادة الدراسية Course Name	501702 Master Program	رقم المادة. Course No.
	المتطلب السابق للمادة (Prerequisite)	3	الساعات المعتمدة Hours
أق أ/ ج 2011-2012/ ق أ 2 2012/1/31	رقم وتاريخ اعتماد الخطة الدراسية Number & date of course plan approval:	This course is to help students obtain an in-depth understanding of organizations through good theoretical perspectives and paradigms. This course will focus on determinants of an organization's success, focusing particularly on structure and design issues, organization life cycle, technology, environment, culture, learning and knowledge management, globalization, and stakeholders' impact on organizations. The course also emphasizes managerial decision-making, political games, and conflicts.	Brief Course Description الوصف المختصر

<ol style="list-style-type: none"> 1. Explain why organizations exist and describe the relationship between organizational theory and organizational design and change, and differentiate between organizational structure and culture. 2. Understand how managers can utilize organizational theory to design and change their organizations to increase organizational effectiveness. 3. Identify the various stakeholder groups and their claims on an organization. 4. List the forces in an organization's specific and general environment that give rise to opportunities and threats. 5. Describe the four basic organizational design challenges confronting managers and consultants and to explain why a hierarchy of authority emerges in an organization. 6. Differentiate between values and norms and understand the way culture is shared by an organization's members. 7. Identify what technology is and how it relates to organizational effectiveness 8. Appreciate what founders can do to help their new organizations to survive Organizational Transformations: Birth, Growth, Decline, and Death 9. Differentiate between several models of decision making that describe 	أهداف المادة: (Course Objectives)
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how managers make decisions				
10. Describe how innovation and technological change affect each other				
11. Discuss the relationship among innovation, entrepreneurship, and creativity				
12. Describe the nature of organizational conflict, its sources, and the way it arises between stakeholders and subunits				
1- Organizations and Organizational Effectiveness 2- Stakeholders, Managers, and Ethics 3- Organizing in a Changing Global Environment 4- Designing Organizational Structure: Authority and Control 5- Designing Organizational Structure: Specialization and Coordination 6- Creating and Managing Organizational Culture and Change 7- Organizational Design, Competences, and Technology 8- Organizational Transformations: Birth, Growth, Decline, and Death 9- Decision Making, Learning, Knowledge Management 10- Innovation, Entrepreneurship, and Creativity 11- Managing Conflict, Power, and Politics		موضوعات المادة: (Course Topics)		
Basic Reference: Jones, Gareth. (2010), Organizational Theory: Design and Change, 6 th ed, New York. Pearson		الكتاب المعتمد: (Text Book)		
Basic Reference: Jones, G. (2010), Organizational Theory: Design and Change, 6 th ed, New York. Pearson		المراجع العلمية: (References)		
(تقارير، أبحاث) (Reports, Term Papers, Quizzes) %40=Final Exam الامتحان النهائي	طريقة التقييم □ للمواد العملية: (Practical Course Grade Determination)	%10 = Participation المشاركة %30=1 st Exam الامتحان الأول %40=Final Exam الامتحان النهائي %20 = Course Work اعمال السنة	طريقة التقييم □ للمواد النظرية: (Grade Determination)	
التوزيع الزمني: (Course Outline)				
ملاحظات Notes	الصفحات في الكتاب المعتمد Pages in Textbook	الموضوعات Subjects	عدد الساعات Hours	الاسبوع Week
الهدف 1+2	23-49	Introduction Chapter 1. Organizations and Organizational Effectiveness	3	01
الهدف 3	50-80	Chapter 2. Stakeholders, Managers, and Ethics	3	02
الهدف 2+4+5	81-111	Chapter 3 Organizing in a Changing Global Environment	3	03

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	114-141	Chapter 4 Basic Challenges of Organizational Design		
الهدف 2+6	142-167 169-199	Chapter 5 Designing Organizations: Authority and Control Chapter 6 Designing Organizational Structure: Specialization and Coordination	3	04
الهدف 6	201-227	Chapter 7 Creating and Managing Organizational Culture	3	05
		Mid-Term Exam	3	06
الهدف 5	229-261	Chapter 8 Organizational Design and Strategy in a Changing Global Environment	3	07
الهدف 2+7	262-290 292-323	Chapter 9 Organizational Design, Competences, and Technology Chapter 10 Types and Forms of Organizational Change	3	08
الهدف 8	325-353	Chapter 11 Organizational Transformations: Birth, Growth, Decline, and Death	3	09
الهدف 9	355-385	Chapter 12 Decision Making, Learning, Knowledge Management, and Information Technology	3	10
الهدف 10-11	385-408	Chapter 13 Innovation, Entrepreneurship, and Creativity	3	11
الهدف 12	410-431	Chapter 14 Managing Conflict, Power, and Politics	3	12
		Discussions of Reports	3	13
			3	14



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		Discussions of Reports		
		Discussions of Reports	3	15
		Final Exam	2	16

2012/1/31	تاريخ الاعتماد Date of Approval	اعتمدت من قبل مجلس القسم أق أ/ج 2011-2012/ق أ 2	اعتمدت من قبل رئيس القسم Approved by Dept. Chair
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معلومات إضافية:

Extra Information:

	مدرس المادة Course Instructor
	رقم المكتب Office No.
	الهاتف الداخلي Extension
	البريد الإلكتروني Email
	الساعات المكتبية