



Spring Term

Basic Information:

Title:	Organization Theory and Design	Code:	MGMT 472
Program:	BBIT	Credit Hours:	Three (03)
Sessions:	30 Classes + Mid Term + Final Term	Pre-Requisite:	

Course Description:

This course aims to acquaint students with basics of Organization Theory and Design, various perspectives that are important while designing the structures of organization. It is assumed that students in this course have a basic understanding of management, HRM, Marketing & Finance terminologies and concepts.

Learning Outcomes:

This course emphasizes on theories and designs of organization & its relationship with the environment. It will help students understand organizations as a whole and how organizations can ensure effectiveness in its technology, structure, processes, and management, concept of power & politics and culture will also be discussed in depth. Along with theory, practical side will also be ensured by enabling students to choose projects that demands visit to the organization and presenting topics that addresses the issues of organizations and providing practical solutions.

Teaching Learning Methodology:

The formal teaching component of this course consists of active student participation in and contribution to all forms of teaching and learning i.e. lectures, discussions, research assignments and projects. Lectures will be twice a week of 90 min each.

Group Configurations:

One of the objectives of this course is to encourage and facilitate teamwork. Class will have to make a group of four/five students for projects and research assignments. It is recommended that student will form their own groups. As a general guideline, your group should have members with diverse skill sets including people who are proficient or have aptitude for different subject areas.

All Groups are required to submit their team rosters in the form of a memo to me by the end of 2nd week. The memo should include Student Names, and ID numbers of all members and it should also identify a designated group leader who will serve as the primary point of contact for me to communicate with the group.

Weekly Term Plan

Wk.	Lecture Topic	Activity
01	<i>Introduction to Organization Theory.</i>	
02	<i>Dimensions of Organization Design</i>	A-01
03	<i>Dimensions of Organization Design Continued</i>	Quiz~01
04	<i>Strategy, Organization Design & Effectiveness</i>	
05	<i>Fundamentals of Organization Structure</i>	
06	<i>Open System Design Elements</i>	
07	<i>Revision and Presentations</i>	
08	<i>Mid Term Examination</i>	
09	<i>Organization Size, Life Cycle, And Decline</i>	
10	<i>Population Ecology</i>	
11	<i>Organizational Ecosystems and Cultures</i>	Quiz- 2
12	<i>Innovation and Change</i>	
13	<i>Decision-Making Processes</i>	A-02
14	<i>Conflict, Power, And Politics</i>	
15	<i>Major Projects + Revision</i>	
16	<i>Final Term Examination</i>	



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Topics in Details

Introduction to Management basics

*Historical Evolution,
 Functions,
 Organization Definition and Basic Concepts.*

Dimensions of Organization Design

*Contemporary Design Ideas
 Dimensions of Organization Design
 Structural Dimensions
 Contextual Dimensions
 Organizational Configuration
 Mintzberg's Organizational Types*

Strategy, Organization Design & Effectiveness

*Porter's Competitive Forces and Strategies
 Miles and Snow's Strategy Typology*

Fundamentals of Organization Structure

*Organization Design Alternatives
 Functional, Divisional, Geographic, Matrix
 Designs*

Open System Design Elements

*The External Environment
 The Organization's Environment
 Task Environment
 General Environment
 International Environment*

Organization Size, Life Cycle, And Decline

*Stages of Life Cycle Development
 Organizational Characteristics during the Life
 Cycle
 Organizational decline and downsizing*

Population Ecology

Organizational Ecosystems and Cultures

*Cultures of organization and importance.
 The Mission Culture
 The Clan Culture
 The Bureaucratic Culture*

Innovation and Change

*The Strategic Role of Change
 Innovate or Perish
 Strategic Types of Change
 Elements for Successful Change
 Technology Change*

Decision-Making Processes

*Rationality
 Bounded Rationality
 Garbage Can Model*

Conflict, Power, and Politics

*Intergroup Conflict in Organizations
 Sources of Conflict
 Rational versus Political Model
 Power versus Authority
 Types of Power*

Text & Recommended Readings

*Organizational Theory and Design
 Daft, R. L (Latest Edition).
 South Western Cengage Learning.*

Assignment Specification

1. *Microsoft Access & Microsoft Visio*
2. *Microsoft Word for Documentation*
 - Headings Arial 11pt Bold*
 - Normal Text Times New Roman 10pt*
 - Header Footer Times New Roman 8pt*
 - Paragraph Single Line Spacing*
 - First Line Indent 1.0 cm*
 - Page Margins 2 cm from each side*



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Grading Policy:

Final Grade for this course will be the cumulated result of the following term work with relevant participation according to the quoted percentage.

Sessional	25%	Mid Term	35%	Final Term	40%
Assignments	10 %	Mid Term Exam	25%	Final Exam	30%
Quizzes	10%	Major Report/Work	10%	Case Study/Project/ Term Paper	10%
Presentations	05%				

Remember subdivision of Mid Term and Final Term Examination should be done only in extreme cases of very essential and major Grading Instruments.

Dishonest Practices & Plagiarism

Any student found responsible for dishonest practice/cheating (e.g. copying the work of others, use of unauthorized material in Grading Instruments) in relation to any piece of Grading Instrument will face penalties like deduction of marks, grade 'F' in the course, or in extreme cases, suspension and rustication from IBIT.

For details consult PU Plagiarism Policy at <http://pu.edu.pk/dpcc/downloads/Plagiarism-Policy.pdf>

Grading System:

Letter Grade	Grade Point	Num Equivalence
A	4.00	85 – 100 %
A-	3.70	80 – 84 %
B+	3.30	75 – 79%
B	3.00	70 – 74 %
B-	2.70	65 – 69 %
C+	2.30	61 – 64 %
C	2.00	58 – 60 %
C-	1.70	55 – 57 %
D	1.00	50 – 54 %
F	0.00	Below 50 %
I	Incomplete	*
W	Withdraw	*

Norms to Course:

- ✓ *Submission Date and Time for the term instruments is always Un-Extendable*
- ✓ *5 Absentees in class will be result in forced withdrawal. (PU Policy)*
- ✓ *Re-sit in Mid and Final Term will cause you a loss of 2 and 3 grade marks respectively. (PU Policy)*
- ✓ *This is your responsibility to keep track of your position in class evaluation units.*
- ✓ *After the submission date, NO excuse will be entertained.*
- ✓ *Keep a copy of all submitted Grading Instruments.*
- ✓ *Assignment is acceptable only in its Entirety.*
- ✓ *No make up for any assignment and quiz.*
- ✓ *Copied & Shared work will score Zero.*
- ✓ *Assignments are Individual.*

Good Luck
 For the Spring Term