



ORIGINAL COURSE IMPLEMENTATION DATE:
 REVISED COURSE IMPLEMENTATION DATE:
 COURSE TO BE REVIEWED: (six years after UEC approval)
 Course outline form version: 09/15/14

October 1996
 September 2017
 February 2023

OFFICIAL UNDERGRADUATE COURSE OUTLINE FORM

Note: The University reserves the right to amend course outlines as needed without notice.

Course Code and Number: BUS 304		Number of Credits: 3 Course credit policy (105)																	
Course Full Title: Organization Theory and Design Course Short Title (if title exceeds 30 characters):																			
Faculty: Faculty of Professional Studies		Department (or program if no department): School of Business																	
Calendar Description: Organizations have a life cycle: they are born, mature, and die. During their lifespans they may evolve, conflict with, and cooperate with other organizations in an increasingly turbulent global environment. This course will equip students with a variety of analytical tools and perspectives to help them make sense of the organizational world around them.																			
Prerequisites (or NONE):		45 university-level credits including BUS 203.																	
Corequisites (if applicable, or NONE):		None																	
Pre/corequisites (if applicable, or NONE):		None																	
Equivalent Courses (cannot be taken for additional credit) Former course code/number: Cross-listed with: Equivalent course(s): <i>Note: Equivalent course(s) should be included in the calendar description by way of a note that students with credit for the equivalent course(s) cannot take this course for further credit.</i>		Transfer Credit Transfer credit already exists: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Transfer credit requested (OReg to submit to BCCAT): <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No (if yes, fill in transfer credit form) Resubmit revised outline for articulation: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No To find out how this course transfers, see bctransferguide.ca .																	
Total Hours: 45 Typical structure of instructional hours: <table border="1"> <tr> <td>Lecture hours</td> <td>30</td> </tr> <tr> <td>Seminars/tutorials/workshops</td> <td>15</td> </tr> <tr> <td>Laboratory hours</td> <td></td> </tr> <tr> <td>Field experience hours</td> <td></td> </tr> <tr> <td>Experiential (practicum, internship, etc.)</td> <td></td> </tr> <tr> <td>Online learning activities</td> <td></td> </tr> <tr> <td>Other contact hours:</td> <td></td> </tr> <tr> <td>Total</td> <td>45</td> </tr> </table>		Lecture hours	30	Seminars/tutorials/workshops	15	Laboratory hours		Field experience hours		Experiential (practicum, internship, etc.)		Online learning activities		Other contact hours:		Total	45	Special Topics Will the course be offered with different topics? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, different lettered courses may be taken for credit: <input type="checkbox"/> No <input type="checkbox"/> Yes, repeat(s) <input type="checkbox"/> Yes, no limit <i>Note: The specific topic will be recorded when offered.</i>	
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Online learning activities																			
Other contact hours:																			
Total	45																		
		Maximum enrolment (for information only): 25 Expected frequency of course offerings (every semester, annually, every other year, etc.): Every semester																	
Department / Program Head or Director: Dr. Frank Ulbrich		Date approved: November 2016																	
Faculty Council approval:		Date approved: December 9, 2016																	
Campus-Wide Consultation (CWC): n/a		Date of posting: January 20, 2017																	
Dean/Associate VP: Dr. Tracy Ryder Glass		Date approved: December 9, 2016																	
Undergraduate Education Committee (UEC) approval		Date of meeting: February 24, 2017																	

Learning Outcomes

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

- LO 1. Describe the internal configuration of organizations;
- LO 2. Align an organization's mission, goals, strategy, and structure;
- LO 3. Analyze the task, general, and international environments in which an organization operates;
- LO 4. Distinguish between competitive and cooperative approaches to interorganizational relationships;
- LO 5. Identify types of organizational- and departmental-level technologies;
- LO 6. Implement organizational changes in ways that address internal resistance;
- LO 7. Assess how organizations make decisions;
- LO 8. Manage power dynamics and conflict in organizations;
- LO 9. Work effectively in teams to apply theories of organization to real-world problems.

Prior Learning Assessment and Recognition (PLAR)

☒ Yes ☐ No, PLAR cannot be awarded for this course because

Typical Instructional Methods (guest lecturers, presentations, online instruction, field trips, etc.; may vary at department's discretion)

Seminars and lectures.

Grading system: Letter Grades: ☒ Credit/No Credit: ☐ Labs to be scheduled independent of lecture hours: Yes ☐ No ☒

NOTE: The following sections may vary by instructor. Please see course syllabus available from the instructor.

Typical Text(s) and Resource Materials (if more space is required, download Supplemental Texts and Resource Materials form)

Author (surname, initials)	Title (article, book, journal, etc.)	Current ed.	Publisher	Year
1. Daft, R., & Armstrong, A.	Organization Theory and Design	<input checked="" type="checkbox"/>	Nelson	
2.		<input type="checkbox"/>		
3.		<input type="checkbox"/>		
4.		<input type="checkbox"/>		
5.		<input type="checkbox"/>		

Required Additional Supplies and Materials (software, hardware, tools, specialized clothing, etc.)

n/a

Typical Evaluation Methods and Weighting

Final exam:	30%	Individual written assignments:	20%	Midterm exam:	20%	Practicum:	-
Quizzes/tests:	-	Lab work:	-	Field experience:	-	Shop work:	-
Team presentations:	20%	Team cases:	10%	Other:	-	Total:	100%

Details (if necessary):**Typical Course Content and Topics**

Module One: Introduction to organizations (LO 1)

- Definition of organizations
- History of organizational theory
- Perspectives on organizations

Module Two: Developing and accomplishing an organization's purpose (LO 2, 9)

- Functions of an organizational mission
- Connection between operative goals and organizational missions
- Strategy typologies
- Achieving fit between culture, strategy, and design
- Assessing effectiveness in organizations
- Strengths and weaknesses of different organizational structures

Module Three: Organizations as open-systems (LO 3, 4, 9)

- Types of environments faced by organizations
- Assessing environmental uncertainty
- Adapting to environmental uncertainty
- Organizations as ecosystems
- Resource dependence
- Institutional view of organizations
- Collaborative organizational networks

Mid-term Exam (LO 1–4)

Team presentation (LO 4, 9)

Module Four: Designing organizations internally (LO 5, 6, 9)

- Core manufacturing and service technologies
- Noncore departmental technologies
- Workflow interdependence
- Stages of the organizational life cycle
- Organizational control strategies

Individual written assignment (LO 1–6)

Team case (LO 5, 6, 9)

Module Five: Managing organizational processes (LO 7–9)

- Technological, structural, and cultural change in organizations
- Innovation and new product/service development
- Frameworks for organizational decision-making
- Intergroup conflict in organizations
- Sources of power in organizations
- Political processes

Team presentation (LO 7)

Final Exam (LO 5–8)