

COURSE IMPLEMENTATION DATE: October 23, 1996
 COURSE REVISED IMPLEMENTATION DATE: September 2010
 COURSE TO BE REVIEWED: _____
 (Four years after implementation date) (MONTH YEAR format)

OFFICIAL COURSE OUTLINE INFORMATION

Students are advised to keep course outlines in personal files for future use.
 Shaded headings are subject to change at the discretion of the department and the material will vary - see course syllabus available from instructor

FACULTY/DEPARTMENT:	Business Administration	
BUS 304		3
COURSE NAME/NUMBER	FORMER COURSE NUMBER	UCFV CREDITS
Organization Theory and Application		
COURSE DESCRIPTIVE TITLE		

CALENDAR DESCRIPTION: This course consists of a survey of organizations and their environments, strategies, structures, systems, change and redesign from a mostly contingency perspective. Topics also include organization-level phenomena such as power, politics, decision making, culture, technology and information processing. Through cases, readings and life experiences, students will be given the opportunity to apply these concepts, and evaluate their use in interpreting and managing organizational problems and situations.

PREREQUISITES: **BUS 203**
 COREQUISITES:

SYNONYMOUS COURSE(S)	SERVICE COURSE TO:
(a) Replaces: _____ (Course #)	_____
(b) Cannot take: _____ for further credit. (Course #)	_____
	(Department/Program)
	(Department/Program)

TOTAL HOURS PER TERM: 45	TRAINING DAY-BASED INSTRUCTION
STRUCTURE OF HOURS:	LENGTH OF COURSE: _____
Lectures: 15 Hrs	HOURS PER DAY: _____
Seminar: 30 Hrs	
Laboratory: Hrs	
Field Experience: Hrs	
Student Directed Learning: Hrs	
Other (Specify): Hrs	

MAXIMUM ENROLLMENT: **25**
 EXPECTED FREQUENCY OF COURSE OFFERINGS: **Fall or Winter**

WILL TRANSFER CREDIT BE REQUESTED? (lower-level courses only) Yes No
WILL TRANSFER CREDIT BE REQUESTED? (upper-level requested by department) Yes No
TRANSFER CREDIT EXISTS IN BCCAT TRANSFER GUIDE: Yes No

AUTHORIZATION SIGNATURES:

Course Designer(s): _____ Chairperson: _____
 Dr. Fiona McQuarrie W.R. (Dick Bate) (Curriculum Committee)

Department Head: _____ Dean: _____
 Janet Falk W.R. (Dick) Bate

PAC Approval in Principle Date: May 1, 2009 PAC Final Approval Date: May 22, 2009

LEARNING OBJECTIVES / GOALS / OUTCOMES / LEARNING OUTCOMES:

Objectives:

The primary objectives of this course are to:

1. Provide a systematic understanding of the various factors involved in the functioning of complex organizations, and an understanding of contributing factors to organizational effectiveness.
2. Develop analytic and diagnostic skills with respect to issues, problems and opportunities within organizations.
3. Develop action recommendations and solutions that can improve organizational effectiveness.
4. Create an awareness of the issues and provide some techniques for the management of organizational change and improved effectiveness.
5. Develop and improve managerial skills towards increasing organizational effectiveness.

METHODS:

Seminar, lecture and case analysis

PRIOR LEARNING ASSESSMENT RECOGNITION (PLAR):

Credit can be awarded for this course through PLAR (Please check :) Yes No

METHODS OF OBTAINING PLAR:

Exam/Assignment or Portfolio

TEXTBOOKS, REFERENCES, MATERIALS:

[Textbook selection varies by instructor. An example of texts for this course might be:]
Daft, R. (2003). Organization Theory and Design (5th edition). West Publishing Co., 1995

SUPPLIES / MATERIALS:

STUDENT EVALUATION:

[An example of student evaluation for this course might be:]

These are the weights I would like to be assigned to each evaluation component to calculate my overall grade:

A	Mid-term Exam	15%
B	Initial Report(General Case Analysis)	25%
C	Final Report (Selective Analysis)	20%
D	Final Exam	20%
E	Contribution to Class Discussion	20%

COURSE CONTENT:

TENTATIVE COURSE SCHEDULE

(may vary depending on students' interests)

Week	Topic
1	Expectations and process Chapter 1 Organizations and Organization Theory Case: Pierce County
2	Chapter 2 Strategic Management and Organizational Effectiveness Case: (handout)
3	Chapter 3 The External Environment Case: Jarrett and Maynard International

- 4 Chapter 4 Organizational Technology
Case: Olson's Locker Plant
- 5 Chapter 5 Organizational Size, Growth and Life Cycle
Case: Sears, Roebuck and Company
Video: Peters – Excellence in the Public Sector
- 6 Chapter 6 Designing Organization Structures
Case: Aquarius Advertising Agency
Integrative Case: Nueces Task Force
- 7 Chapter 7 Contemporary Designs for and Global Competition
Case: Saint-Gobain-Pont-a-Mousson
Video: Reich – Winners and Losers
- 8 Chapter 8 Innovation and Change
Case: Ward Metal Products
Integrative Case: Pierre Dux
- 9 Chapter 9 Information Technology and Organizational Control
Case: Sunflower Incorporated
Integrative Case: Norman Manufacturing Company
- 10 Chapter 10 Organizational Culture
Case: Stride Rite
Video: 60 Minutes - Aum Shin Rykyo
Peters – Passion for the customer

First or General Analysis Due

- 11 Chapter 11 Decision-Making Processes
Case: The New Library
Integrative Case: Chemical Bank Branch closing
- 12 Chapter 12 Power and Politics
Case: Daimy Corporation
- 13 Chapter 14 Toward the Learning Organization
Case: Harley-Davidson
Video: Reich – Electronics Industry

Second or Selective Analysis Due

- 14 **Final Exam Due**