





# Master of Health Studies (MHST) 622

## Understanding Organizations: Theory, Analysis and Application

**Status:**

Replaced with new revision, see the [course listing](#)  for the current revision 

**Delivery mode:**

Paced study 

**Credits:**

3


**Area of study:**

Health

**Prerequisites:**

For MHS Students: **MHST 601**   
For MN-Gen Students: **NURS 608** 

**Corequisites:**

MHS and MN-Gen Students: **MHST603**   
**/NURS 603** 

**Precluded:**

None

**Faculty:**

[Faculty of Health Disciplines](#) 

## Overview

This course on understanding organizations looks at multiple aspects of organizations from their structure and design to the behavior of individuals and groups within. With a focus on what is important and useful, this course offers powerful and provocative ways of thinking about and influencing organizational life. The content of the course ranges from looking at organizations through metaphorical lenses to sharing reality-based examples of organizational situations that are both enlightening and instructive. At the completion of this course learners should have a better understanding of organizational theory and design and be able to apply these to their particular work-life challenges. Special emphasize during the course will be on the Canadian workplace.

## Outline

MHST/NURS 622 comprises the following 11 units:


- Unit 1: Developing an Understanding of Organizations
- Unit 2: The Effect of Human Qualities on Organizations
- Unit 3: Organizational Structure
- Unit 4: New Organizational Design Options
- Unit 5: Work Design Employee Motivation
- Unit 6: Group Behaviour in Organizations
- Unit 7: Teamwork in Organizations
- Unit 8: Communication in Organizations
- Unit 9: Presentations
- Unit 10: Organizational Culture
- Unit 11: Course Summary

## Learning outcomes

By the conclusion of this course students will have an enhanced understanding of the:

- theory of organizational design and structure,
- effect of human qualities on organizations,
- behavior of individuals and groups within organizations,
- implications of organizational theory for leaders in the 21st century, and
- application of organizational theory to everyday work life.

## Evaluation

In the MHS and MN:Gen programs, students must achieve an overall program GPA of 2.7 ( B- or 70 percent), to graduate. The minimum passing grade requirement for each MHS and MN:Gen course is **C- (60 percent)** .

The following course activities will contribute to your course grade, with the percentage weighting of each activity as follows:

Activity	Weight
Assignment 1: Poster presentation and short paper	20%
Assignment 2: Group presentation	30%
Assignment 3: Design your own health care organization	40%
Assignment 4: Participation	10%
<b>Total</b>	<b>100%</b>

## Materials

MHST/NURS 622 uses a variety of multi-media online learning resources. There is no print textbook. Course materials include:

- Online Study Guide
- Online Learning Resources

## Technical Requirements

## Computer System

To successfully complete this course, you must own or have ready access to certain computer hardware and software programs. For complete and up-to-date information on the minimum computer requirements required to complete the graduate nursing courses, visit the **Centre for Nursing and Health Studies** [↗](#) technical site.

## Important links

- › [Academic advising](#) [↗](#)
- › [Program planning](#) [↗](#)
- › [Request assistance](#) [↗](#)
- › [Support services](#) [↗](#)

Athabasca University reserves the right to amend course outlines occasionally and without notice. Courses offered by other delivery methods may vary from their individualized study counterparts.

*Updated December 18, 2023*

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