

# Organizational Behaviour (ORGB) 326

## Organization Theory (Revision 9)

Register by Sep. 10 to start by Oct. 1

**Delivery mode:** [Individualized study online](#)  with [eText](#) 

**Credits:** 3

**Area of study:** Applied Studies (Business and Administrative Studies)

**Prerequisites:** None. [ADMN 232](#) is recommended but not required.

**Precluded:** None

**Challenge:** ORGB 326 has a challenge for credit option.

**Faculty:** [Faculty of Business](#) 

**Status:** Open 

**Notes:** Students registering in grouped study mode are advised that there may be some differences in the evaluation and course materials information

indicated below. To obtain the most up-to-date information, contact the Faculty of Business Student Support Centre at 1-800-468-6531.

## Overview

Organizational analysis depends on the behavioural and structural aspects of organizations. Although both levels of analysis are crucial for an understanding of organizations, the field is usually divided into two specific areas of study: *organizational behaviour* and *organization theory*. The former comprises the interpersonal, or micro, aspects of organizations, while the latter includes the structural, or macro, aspects.

This course focuses primarily on the structural aspects of organizations, though it also reflects on the relationship between structure and behaviour and, thus, complements *ORGB 364: Organizational Behaviour*.

In this course, you will learn about the ways in which managers seek to promote organizational effectiveness through internal structures and processes. To do that, you will analyze



- how organizations are structured within the context of the larger social, political, and economic environment
- why systems of control and coordination vary across organizations and change over time
- how organizational theory may contribute towards improving the design and management of organizations

Several lesson notes focus on the relationship between gender, structure, and organizational outcomes. This adds another dimension to the analysis of how the larger social environment affects organizational cultures and processes.

# Outline


- Lesson 1: Organizations and Theory
- Lesson 2: Goals, Effectiveness, and the External Environment
- Lesson 3: Technology, Information, and the Organization
- Lesson 4: Organization Size, Life Cycle, and Decline
- Lesson 5: The Design of Organizations
- Lesson 6: Innovation and Change
- Lesson 7: Decision Making
- Lesson 8: Organizational Conflict, Power, and Politics
- Lesson 9: Organizational Culture and Ethics


# Evaluation

Credit activities for *ORGB 326* consist of three assignments and a final examination. Your final grade is determined by a weighted average of the grades you receive on these activities. To **receive credit**  for this course, you must receive a grade of **D (50 percent)**  or better on the final examination and an overall course grade of at least D (50 percent). The following chart summarizes the evaluation activities:

Activity	Weight
Assignment 1	15%
Assignment 2	15%
Assignment 3	20%
Final Online Exam	50%

Activity	Weight
<b>Total</b>	<b>100%</b>

The **final examination** for this course must be taken online with an AU-approved exam invigilator at an approved invigilation centre. It is your responsibility to ensure your chosen invigilation centre can accommodate online exams. For a list of invigilators who can accommodate online exams, visit the [Exam Invigilation Network](#) .



To learn more about assignments and examinations, please refer to Athabasca University's [online Calendar](#) .

## Materials

Daft, R. L. (2010). *Organization theory and design* (12th ed.). Mason, OH: Thomson South-Western.

ISBN 9780324599138  (eText)

### eText

Registration in this course includes an electronic textbook. For more information on [electronic textbooks](#) , please refer to our [eText Initiative site](#) .

### Other Materials

Students will access all course materials online.

## Challenge for credit

### Overview

The Challenge for credit process allows you to demonstrate that you have acquired a command of the general subject matter, knowledge, intellectual and/or other skills that would normally be found in a university-level course.

Full information about [Challenge for credit](#) can be found in the Undergraduate Calendar.

## Evaluation

To [receive credit](#) for the ORGB 326 challenge registration, you must achieve a grade of at least **D (50 percent)** on the examination.

Online Exam



[Challenge for credit course registration form](#)

## 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.

*Opened in Revision 9, September 11, 2015*

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