

Bethesda University of California
Syllabus of BA-410, "Organization Management"
3 Semester Units / 3 Hours

Prof. Steven S. Kang, 714-417-9397(Message), BA410_OM@yahoo.com
Fall: 8-25-2015 to 12-08-2015, every Tuesday, 6:50pm – 9:20pm

1. Relationship Of Course To Bethesda University's Mission:

Bethesda University of California is a Christ-centered community of higher education preparing Korean/English speaking men and women with professional competence, academic excellence, and spiritual integrity to be servant leaders in the Church, community, and global society. This course serves focuses on organizational management as a component of the business education required to fulfill the broader mission of Bethesda University.

2. Course Description:

Introduce our students to the most progressive thinking about organizations today as acclaimed author Richard Daft presents a captivating, compelling snapshot of contemporary organizations and the concepts driving their success that will immediately engage and inspire our students. Recognized as one of the most systematic, well-organized texts in the market, "ORGANIZATION THEORY AND DESIGN" by Richard Daft helps both future and current managers thoroughly prepare for the challenges they are certain to face in today's business world. This revision showcases some of today's most current examples and research alongside time-tested principles. Students see, firsthand, how many of today's well-known organizations have learned to cope and even thrive amidst a rapidly changing, highly competitive international environment. Featured organizations include BP, Disney/Pixar, Volvo, Barnes & Noble, and Cisco Systems. Organization studies, proven cases, and illustrations provide the insights necessary to better understand modern organizations, while new and proven learning features give our students important opportunities to apply concepts and refine their personal business skills and insights. Unique "Book Mark" reviews throughout this edition reflect current concerns of today's managers in actual leading organizations. These insightful reviews detail how companies are dealing with the challenges of today's changing environment. Additional international coverage throughout the text has been added to the international representation, giving students a truly global view of organization theory.

3. Course Objectives:

After completing this course students should be able to understand and define:

- Organizations and organizations theory
- Strategy, organization design and effectiveness
- Fundamentals of organization structure
- External environment to organizations
- International relationships
- Designing organizations for the international environment
- Manufacturing and service technologies
- Using information technology for control and coordination
- Organization size, life cycle, and decline
- Organizational culture and ethical values

- Decision-making processes
- Conflict, power and politics

4. Course Prerequisite:

Please contact the administration department for information.

5. Text books:

Required Textbook:

“Organization Theory & Design”, by Richard L. Daft, 11th Edition
 Publisher: Course Technology, 800-648-7450, Student Copy ISBN: 978-1-111-22129-4
 Price: Hard Cover Paperback: \$277.49, eText: \$103.99

Reference Books:

“Organization Development & Change”, 10th Edition,
 by Cummings & Worley
 Publisher: Course Technology, Student Copy ISBN: 978-1-133-19045-5
 Price: Hard Cover Paperback: \$248.99, eText: \$145.99

“Organizational Behavior, Managing People and Organizations”,
 by Griffin & Moorhead,
 Publisher: Course Technology, Student Copy ISBN: 978-1-133-62669-5, 11th Edition
 Price: Hard Cover Paperback: \$241.49, eText: \$120.49

Where to buy books: WWW.CengageBrain.com and type your “Student Copy ISBN” No.

6. Homework and projects:

Will be assigned to each student and/or group level at each class session.
 The group for projects will be formed at the first meeting of the class.

7. Course Schedule:

From 8-25-15 to 12-08-15 for 15 weeks, Tuesdays at 6:50pm – 9:20pm

Wk	Date	Ch	Chapter Topics	Chapter Learning Objectives	Tests
1	08/25	1	Organizations and Organization Theory	Define Organization and importance in society, Identify current challenges facing organizations	
2	09/01	2	Strategy, Organization Design & Effectiveness	Describe the importance of strategy, Understand strategic purpose and operating goals, Know Porters’s strategy model, and Miles and Snow’s strategy topology	
3	09/08	3	Fundamentals of Organization Structure	Define the three key components of organization structure, Vertical and horizontal information sharing concepts of structure	
4	09/15	4	The External	The simple-complex and stable-unstable	Quiz 1

			Environment	dimensions of the external environment	
5	09/22	5	Inter-organizational Relationships	An organizational ecosystem and the changing role of competition, The power implications of supply chain relationship	
6	09/29	6	Designing Organizations for International Environment	Organizational motivations for entering the global arena, The stages of international development, Globalization vs multi-domestic strategies	
7	10/06	7	Manufacturing and Service Technologies	Organization's core technology, Woodward's model of technical complexity, structure, and performance, Lean manufacturing and digital fact	Mid-Term
8	10/13	8	Using Information Technology for Control and Coordination	How information technology applications have evolved, Two levels of management information systems, Feedback control model	
9	10/20	9	Organization Size, Life Cycle, and Decline	Advantages and disadvantages of large organization size, Organizational life cycle and the four stages	
10	10/27	10	Organizational Culture and Ethical Values	Nature of organizational culture and its manifestations, Four types of organizational culture, Sources of ethical values and principles	
11	11/03	11	Innovation and Change	Types of strategic change, Necessary elements of for successful organizational change, Horizontal coordination model for new products	Quiz 2
12	11/10	12	Decision-Making Processes	Organizational decision making, Programmed vs non-programmed decisions, Rational and bounded rationality approaches to decision making	
13	11/17	13	Conflict, Power and Politics	Source of intergroup conflict in organizations, Rational vs political models of conflict, Power vs authority and their sources in organization	
14	11/24		Thanksgiving, No class		
15	12/01		Review for final exam	Review for final exam, project demonstration by each group	
16	12/08		Final Exam		

8. Grading System:

Quiz 1	10%
Quiz 2	10%
Mid-term	15%
Homework	10%
Attendance	5%
Class Participation	5%
Research Project	25%
Final Exam	20%

=====
Total **100%**

Grades	Points
A	91 – 100
B	81 – 90
C	71 – 80
D	61 – 70
F	Below 60

This syllabus may be changed or updated without a prior written notice.