I. Catalog Description and Credit Hours of Course:

This course will introduce students to the major concepts of organization theory and behavior. Topics include organization structure and design, bureaucracy, the systems concept, leadership, culture, job satisfaction, and motivation. 3 credit hours

II. Prerequisite(s): Senior standing or admissions to the graduate school.

III. Purposes or Objectives of the Course:

A. Familiarize students with fundamental concepts of organization theory.

B. Introduce students to organization structure and design, bureaucracy, and the systems concept.

C. Examine main concepts in organization behavior: leadership, culture, power, job satisfaction, and motivation.

D. Develop skills and knowledge that will allow students to contribute to the effective management of behavior in organizations.

IV. Expectations of Students:

This course will be administered as a seminar. Although some classes will feature traditional lectures, the emphasis will be placed upon class discussion and interaction. As a result, a high premium is placed upon student participation.

V. Course Content or Outline:

A. Introduction 3 class hours
B. Classical Organization Theory/Machine Metaphor 3 class hours
C. Neoclassical Organization Theory 3 class hours
D. Organization Structure and Design 3 class hours
E. Systems Theory/Organism Metaphor 3 class hours
F. Human Relations and Organization Behavior 3 class hours
   a. Leadership, Followers, and Situation Dynamics 3 class hours
   b. Power and Politics in Organizations 3 class hours
   c. Organization Culture 3 class hours
G. Reform Movements
H. Presentations
I. Exams, review time

VI. Textbook(s) and/or Other Required Materials or Equipment:

*Texts:* *Images of Organization*, Gareth Morgan (*required*); *Classics of Organization Theory*, Shafritz and Ott (*required*). In addition, a number of supplemental readings will be placed on reserve at the library.

VII. Basis for Student Evaluation:

**Undergraduate**
- 2 Exams
- Term Paper
- Article Presentation
- Class Participation
- Presentation Quiz

**Graduate**
- 2 Exams
- Term Paper
- 2 Article Presentations
- Class Participation
- Presentation Quiz