

MGT 688: Organization Theory

Credits: 3
Lecture Hours: 48

Course Objective

This course deals with the organization theory from its origins through to the most recent debates. Understanding of different theories or organization enhances capacity to comprehend what goes on in organizations. Thus, this course aims to provide a clearly structured and interesting exploration of the ways in which the verity of theories perspectives that constitute organization theory provide profound challenges for organizations in the 21st century.

Course Description

This course contains introduction of organizational theory, modernism and neo- modernism organizational theories, post- modernism and reflective organization theories, organization design, structure and effectiveness, organizational culture and ethics.

Course Details

Unit 1: Introduction

LH 7

Concept of organization theory, the relationship between organization theory and human activities, the relationship between organization theory and management practice, social engineering and organization theory, critical alternatives to managerialism in organization theory, philosophical disputes and debates in explaining and understanding organization theories. Case discussion

Unit 2: Modernism and Neo-Modernism Organization theories

LH 13

Concept of modernism, historical roots, overview of modernist organization theory, general system theory, the organization as a simple machine, mechanistic vs. organic structure, modernist themes in organizational design, concept of neo-modernist organization theory, human relationship school, neo-modernist theory, organization culture and design, perspectives and challenges. Case discussion

Unit 3: Post- Modernism and Reflective Organization Theories

LH 15

Concept of post-modernism, post industrialism and the information society, Neo-Fordism, flexible specialization and post-Fordism, the key thinkers of post modernism, organizational culture, the challenges of post-modernism to organizational theory, concept of reflective organization theory, symbolic interactionism, ethno methodology, developing a sense of self in organizations, understanding organization as culture through symbols, the development of critical theory challenging organization theory, the development of psychoanalysis to challenge organization theory; the challenges of critical theory and psychoanalysis for understanding the individual, the group and the organization. Case discussion

Unit 4: Organization Design, Structure and Effectiveness

LH 7

Concept, importance, the consequences of poor organizational design, levels of analysis, organizational stakeholders, top managers and organizational authority, vertical and horizontal differentiation, bureaucratic structure, the principles and advantages of bureaucratic structure, the specialization and coordination- functional, divisional, network and matrix structure measuring organizational effectiveness, factor affecting organizational effectiveness. Case discussion.

Unit 5: Organizational Culture and Ethics

LH 6

Concept of organizational culture, transmitting culture to organizational members, genesis of culture in organization, managing organizational culture, concept of ethics in organization, ethical and unethical behavior, factors influencing ethical behavior, justifying unethical

behavior, guides to ethical behavior, approaches to corporate social responsibility; Culture and ethics in Nepalese organization. Case discussion

Text and Reference Books:

McAuley, J. and Duberley, J. *Organization Theory: Challenges and Perspectives*, Prentice-Hall.

Jones, G.R. *Organizational Theory: Text and Cases*, Addison-Wesley Publishing company.

Jones, G.R. and Mathew, M. *Organizational Theory, Design, and Change*, Pearson.

Cummins, T.G. and Worli, C.G. *Theory of Organization Development and Change*, CENGAGE Learning.