GSB 624 ORGANIZATIONAL ANALYSIS and DESIGN

SYLLABUS

Instructor

Norman Carroll, Ph.D.
University Professor of Economics and Business
ncarroll@dom.edu
709-524-6653
Office Hours 24/7 online or in office by appointment

Course Description

This is an online course that is conducted over eight weeks through the University’s online course management program Blackboard. To participate in the course students must enroll directly in Blackboard. The course is an analysis of the phenomena and theories of large, complex, formal organizations. It examines the organization as an economic, social, bureaucratic and political system with regard to such design factors as structure, change and decision making. There are no prerequisites.

Course Goals

The goal of the course is to familiarize students with classical and modern organizational theories including organizational design models suitable to different types and purposes of organizations

Course Objectives

- Students will understand and be able to articulate the reasons for different organizational structures.
- Students will be able to describe different models for organizational change.
- Students will be able to identify effective processes for organizational decision making.
- Students will understand the issues in managing an international business

Textbook


Lectures

There will be weekly online voiceover PowerPoint lectures covering each of the assigned textbook chapters.

Case Reports

Each week a one or two page case report is to be submitted to the instructor on the weekly assigned case. The outline to be followed in writing the report and the rubric that will be used to grade the report can be found in the COURSE DOCUMENTS section of Blackboard.

Online Discussion

Each week students will have the opportunity to discuss online an assigned article with their classmates. They will be required to post a critique of the assigned article (a new thread) and respond to two postings from other students.

Term Paper

Students are required to submit a 10 to 12 page term paper based on their analysis of their present organization or another organization of their choosing. The paper should be submitted to the instructor through Blackboard. It should conform to the standards of the American Psychological Association (APA) for research papers. There is a rubric in the COURSE DOCUMENTS section that will be used to grade the paper. The paper should include, at a minimum, the following areas:

- Organizational Structure
- Internal Environment
- External Environment
- Organizational Culture
- Organization's Competitive Advantage
- Any Recommended Changes

Tests

There will be weekly online tests related to the textbook material. These tests are not timed but must be completed during the assigned week. The final examination will be administered in a face-to-face setting on campus at a time to be determined.
Grading

20%  Case Reports

15%  Weekly Tests

15%  Discussion Board Participation

25%  Final Examination

25%  Term Paper