

High Studies
Ph.D. Program
Dep. Business Administration
College of Eco. & Adm.
Basrah University

Course Title: ORGANIZATION THEORY

COURSE DESCRIPTION

The main objective of this course is to take deep and comprehensive view about the primary theoretical lens and issues studied in organization theory literature. The readings will provide a foundation about concept of organization, organizational environment, structure, and organization size. Next, we will shed light on the major organization theories according to specific perspective or philosophy. These theories will include, for example, open systems theory, Contingency Theory, Institutional Theory, Transaction Cost Theory, Population Ecology Theory, and Chaos Theory. During this course, discussions, interactive lectures; and presentations are teaching methods which will depend upon it.

STUDENT ASSESSMENT METHODS

Presentation and homework	% 10
Others contributions	% 5
Academic research	% 5
Mid-Exams	% 30

LANGUAGE OF INSTRUCTION

Arabic and English

COURSE MATERIALS

1. Required Materials

- a. Scott, W.R. (2003). Organizations: Rational, Natural, and Open Systems. Fifth Edition, Prentice Hall.
- b. McAuley, J., Duberley, J. & Johnson, P. (2007). Organization Theory: Challenges and Perspectives. Prentice Hall.

c. Daft, R.L. (2008). Organization Theory and Design. Tenth Edition, South-Western Cengage Learning.

d. Articles and selected books' chapters.

2. Recommended Books

Pfeffer, J. (1997). New Directions for Organization Theory: Problems and prospects. Oxford university press.

Aldrich & Reuf, (2006). Organizations Evolving, 2nd edition.

Scott, W.R. 2008. Institutions and Organizations, 3rd edition.

Morgan, G. (2006). Images of Organization. Sage Publications LTD.

COURSE OUTLINE

PART 1 OVERVIEW

WEEK ONE: Organization + Theory: Conceptual Introduction

WEEK TWO: Organizational Environment, Structure and Objectives

WEEK THREE: Organization: Perspectives, Foci, Images and Philosophical Directions

PART 2. Organization as Rational Systems

WEEK FOUR: Taylor's Scientific Management, Fayol's Administrative Theory, Weber's Theory of Bureaucracy

PART 3: Organization as Natural Systems

WEEK FIVE: Mayo and the Human Relations School, Barnard's Cooperative System

WEEK SIX: Selznick's Institutional Approach, Parsons's AGIL Schema

PART 4: Organization as Open Systems

WEEK SEVEN: Systems Design Theory

WEEK EIGHT: Contingency Theory

WEEK NINE: Transactional Cost Theory

PART 5: Organization as Nonrational Systems

WEEK TEN: Population Ecology Theory, Resource Dependence Theory

WEEK ELEVEN: Institutionalized Theory, Power & Political Theory

WEEK TWELVE: Chaos Theory, Complexity Theory

PART 5: Organization as Contradictory System

WEEK THIRTEEN: Paradox Theory, Multilevel Theory

WEEK FOURTEEN: Learning Organizations

WEEK FIFTEEN: Mid-Exams

Assist. Prof. Amer A. Al-Atwi