



AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

Course Title		Organizational Theory							
Course Code		KAY315		Course Level		First Cycle (Bachelor's Degree)			
ECTS Credit	6	Workload	151 (<i>Hours</i>)	Theory	3	Practice	0	Laboratory	0
Objectives of the Course		The goal of the course is to analyze organizational theories and by doing so to understand and explain organizational phenomenon.							
Course Content		The concept of organisation, official organizations, organizational dynamics and effectiveness, organizational development and change are the main topics of this course.							
Work Placement		N/A							
Planned Learning Activities and Teaching Methods				Explanation (Presentation), Discussion, Individual Study					
Name of Lecturer(s)		Prof. Fisun YÜKSEL							

Assessment Methods and Criteria

Method	Quantity	Percentage (%)
Midterm Examination	1	40
Final Examination	1	70

Recommended or Required Reading

1	A. Selami SARGUT ve Şükrü ÖZEN, Örgüt Kuramları, 2nci Baskı, İmge Kitabevi, Ankara, 2010.
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Week	Weekly Detailed Course Contents	
1	Theoretical	Organizations and Organizational Effectiveness
2	Theoretical	Stakeholders, managers and ethical principles
3	Theoretical	The Changing Global Environment Management
4	Theoretical	Key Challenges in Organizational Design
5	Theoretical	Design of Organizational Structure: Authority and Control
6	Theoretical	Design of Organizational Structure: Specialization and coordination
7	Theoretical	Design and Management of Organizational Culture
8	Theoretical	Design and Management of Organizational Culture
9	Intermediate Exam	Midterms
10	Intermediate Exam	Midterms
11	Theoretical	Organizational Design, Technology and Competitive Advantage
12	Theoretical	Types and Forms of Organizational Change
13	Theoretical	Organizational Transformation: Birth, Growth, Decline and death
14	Theoretical	Decision Making, Learning, Knowledge Management and Information technology
15	Theoretical	Conflict Management, Power and Politics

Workload Calculation

Activity	Quantity	Preparation	Duration	Total Workload
Lecture - Theory	13	0	3	39
Individual Work	13	0	4	52
Midterm Examination	1	28	1	29
Final Examination	1	30	1	31
Total Workload (Hours)				151
[Total Workload (Hours) / 25*] = ECTS				6

*25 hour workload is accepted as 1 ECTS

Learning Outcomes

1	Understanding of how organizations work.
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2	Describes how they affect the preferences and choices of the managers of the situational factors.
3	Explain the historical development of organizational theory.
4	Define the relationship between organizational design and strategy
5	Define the relationship between organizational design and effectiveness

Programme Outcomes (Human Resources Management)

1	Having adequate scientific knowledge of Human Resources Management, basic business concepts and other social sciences
2	Thinking critically and analytically
3	Having knowledge of communication and information technologies
4	In-depth understanding of the research process and application of a range of research techniques into studies, researches and projects
5	In-depth understanding of usage of Human Resources Management and other social sciences theoretical and applied knowledge together.
6	Ability to interpret basic Business concepts from Human Resource Management perspective
7	Ability to implement basic HRM responsibilities in institutions such as HR Planning and staffing, labor relations, occupational healthy and safety, training planning, performance and rewards management, career planning, employment and interview techniques and legal HR issues
8	Implementing quality process approach into HRM process by considering institutional development, internal and external customer satisfaction; in case of need, having sense of responsibility making contribution for problem solving and continuous development and process excellence ability by problem identification, goal setting, reorganisation and change management skills
9	Management of resources and assets by considering budgetary, financial and legal issues; management of projects/operations with the ability of planning, implementation, and auditing; Having skills on management of self and other people
10	Enriching result oriented working approach with continuous learning approach
11	Strong oral and written communication skills and ability to present ideas and information effectively
12	Monitor and communicate with colleagues in a foreign language using at least the European Language Portfolio B1 General Level
13	Ability to work with people of various cultural and educational background by valuing team work, developing empathy and listening skills
14	Being conscious on social, academic and professional ethical values
15	Development of critical theoretical appreciation of 'how', 'why' and 'where' HRM contributes to and supports employee and societal development, and implementing these approach for applied and graduate projects and working life

Contribution of Learning Outcomes to Programme Outcomes 1:Very Low, 2:Low, 3:Medium, 4:High, 5:Very High

	L1	L3	L5
P1		4	
P2	4		3
P3		4	4
P4			3
P5	3		
P6		4	3
P9	5		
P10		5	
P14		3	
P15	5		

