

Syllabus for PSY-6300

ORGANIZATIONAL THEORY

COURSE DESCRIPTION

Organizational Theory is the study of how organizations problem solve, maximize productivity and employee efficiency, increase job satisfaction, retain talent, and meet the expectations of stakeholders. By examining patterns and structures within organizations, students can formulate theories to explain how an organization can function at its best. Additionally, this course will give students the tools to be able to identify and remediate an organization's weaknesses in order to increase its chances of being successful. This course will examine important concepts of organizational theory including organizational structure, culture, and design; stakeholder interests; and the impact that technology has on organizations.

COURSE TOPICS

- Organizational structure and effectiveness
- Stakeholders' goals and interests
- Organizational culture
- Organizational design
- Global influences on organizations
- Technology and organizations

COURSE OBJECTIVES

After completing this course, students should be able to:

- CO 1** Analyze the relationship between organizational theory and organizational design and change.
- CO 2** Evaluate ethical considerations within organizations.
- CO 3** Examine the interests of various stakeholder groups and how they are impacted by organizational decisions.
- CO 4** Propose ways to address different organizational design challenges that confront managers and consultants in a global business environment.

- CO 5** Evaluate the impact of divisional structure on organizational effectiveness.
- CO 6** Examine the effect of technology on how an organization conducts business.
- CO 7** Examine how organizations change and transform over time.

COURSE MATERIALS

You will need the following materials to complete your coursework. Some course materials may be free, open source, or available from other providers. You can access free or open-source materials by clicking the links provided below or in the module details documents. To purchase course materials, please visit the [University's textbook supplier](#).

Required Textbook

- Jones, G. R. (2013). *Organizational theory, design, and change* (7th ed.). Boston: Pearson.
ISBN-13: 978-0132729949

Note: The Hoover's Online and Mergent Online databases might be helpful as you research your selected organization for the organizational analysis activities and final project. [These databases can be accessed through the New Jersey State Library using a free library card.](#)

COURSE STRUCTURE

Organizational Theory is a three-credit online course consisting of **six** modules and a final project. Modules include an overview, topics, learning objectives, study materials, and activities. Module titles are listed below.

- **Module 1: Organizations and What Makes Them Effective**
Course objectives covered in this module: CO 1
- **Module 2: Organizational Stakeholders and Organizational Value**
Course objectives covered in this module: CO 2, CO 3
- **Module 3: Transaction Costs and Challenges of Organizational Design**
Course objectives covered in this module: CO 1, CO 2, CO 3, CO 4
- **Module 4: Designing an Organizational Structure**
Course objectives covered in this module: CO 1, CO 2, CO 4, CO 5
- **Module 5: Technology in Today's Organizations**

Course objectives covered in this module: CO 5, CO 6

- **Module 6: Organizational Change**

Course objectives covered in this module: CO 4, CO 7

ASSESSMENT METHODS

For your formal work in the course, you are required to participate in online discussion forums, complete case analyses and organizational analyses, and complete a final project. See below for details.

Consult the Course Calendar for due dates.

Promoting Originality

One or more of your course activities may utilize a tool designed to promote original work and evaluate your submissions for plagiarism. More information about this tool is available in [this document](#).



Discussion Forums

You are required to complete **six** discussion forums. The discussion forums are on a variety of topics associated with the course modules. A grading rubric for the discussion forums can be found in the Evaluation Rubrics folder.



Case Analysis Activities

You are required to complete **three** case analysis activities. The case analysis activities are on a variety of topics associated with the course modules. A grading rubric for each of the case analysis activities can be found within the Evaluation Rubrics folder.



Organizational Analysis Activities

You are required to complete **six** organizational analysis activities. At the start of the semester, you will select an organization that you will analyze within each module in the organizational analysis activities. These activities will combine to form a large portion of the final project. A grading rubric for each of the organizational analysis activities can be found in the Evaluation Rubrics folder.

Final Project

For the final project, you will be synthesizing and improving upon the work you've done throughout the course in the organizational analysis activities. In addition, you will be doing some further analysis and making recommendations for your organization. See the Final Project Overview for additional details.

GRADING AND EVALUATION

Your grade in the course will be determined as follows:

- **Online discussions (6)—30%**
- **Case analysis activities (3)—20%**
- **Organizational analysis activities (6)—25%**
- **Final project—25%**

All activities will receive a numerical grade of 0–100. You will receive a score of 0 for any work not submitted. Your final grade in the course will be a letter grade. Letter grade equivalents for numerical grades are as follows:

A	=	93–100	B	=	83–87
A–	=	90–92	C	=	73–82
B+	=	88–89	F	=	Below 73

To receive credit for the course, you must earn a letter grade of C or higher on the weighted average of all assigned course work (e.g., assignments, discussion postings, projects). Graduate students must maintain a B average overall to remain in good academic standing.

STRATEGIES FOR SUCCESS

First Steps to Success

To succeed in this course, take the following first steps:

- Read carefully the entire Syllabus, making sure that all aspects of the course are clear to you and that you have all the materials required for the course.
- Take time to read the entire Online Student Handbook. The Handbook answers many questions about how to proceed through the course and how to get the most from your educational experience at Thomas Edison State University.
- Familiarize yourself with the learning management systems environment—how to navigate it and

what the various course areas contain. If you know what to expect as you navigate the course, you can better pace yourself and complete the work on time.

- If you are not familiar with web-based learning be sure to review the processes for posting responses online and submitting assignments before class begins.

Study Tips

Consider the following study tips for success:

- To stay on track throughout the course, begin each week by consulting the Course Calendar. The Course Calendar provides an overview of the course and indicates due dates for submitting assignments, posting discussions, and submitting the final project.
- Check Announcements regularly for new course information.

Using AI Ethically: A Guide for TESU Students

TESU's [Academic Code of Conduct](#) permits student AI use in support of their writing and research process--not as a replacement for original writing. Document AI use with an acknowledgment statement at the end of each assignment, noting the tools and prompts used. Cite any AI-generated content on the References page. Please review [Using AI Ethically: A Guide for TESU Students](#) for more detailed information.

COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Thomas Edison State University recognizes, values, and relies upon the diversity of our community. We strive to provide equitable, inclusive learning experiences that embrace our students' backgrounds, identities, experiences, abilities, and expertise.

ACCESSIBILITY AND ACCOMMODATIONS

Thomas Edison State University adheres to the Americans with Disabilities Act (ADA, 1990; ADAAA, 2008) and Section 504 of the Rehabilitation Act of 1973. The Office of Student Accessibility Services (OSAS) oversees requests for academic accommodations related to disabilities; a student who is pregnant, postpartum, or a student parenting a newborn who is not the birth parent [as covered under NJSA18A]; and students requesting academic accommodation for a short-term/temporary illness and/or injury. Information can be found on the [Office of Student Accessibility Services](#) webpage and questions can be sent to ADA@tesu.edu.

ACADEMIC POLICIES

To ensure success in all your academic endeavors and coursework at Thomas Edison State University, familiarize yourself with all administrative and academic policies including those related to academic integrity, course late submissions, course extensions, and grading policies.

For more, see:

- [University-wide policies](#)
- [Undergraduate academic policies](#)
- [Undergraduate course policies](#)
- [Graduate academic policies](#)
- [Graduate course policies](#)
- [Nursing student policies](#)
- [Nursing graduate student policies](#)
- [International student policies](#)
- [Academic code of conduct](#)