FACULTY MEMBER: Leave Blank
TERM: Leave Blank
COURSE TITLE: Organizational Theory and Design
COURSE NUMBER: MGT 6501
OFFICE HOURS/METHOD OF CONTACT: Leave Blank
Technical Requirements that may be required to utilize technology in this course:
- A headset or microphone.
- A webcam.

RATIONALE:
Use description from WU website: Course Descriptions

COURSE DESCRIPTION:
This course focuses on the classical and modern aspects of organizations and the role of managers as leaders and facilitators of change. Organizational theory and design are introduced to understand the implementation of policy within the organization. This course emphasizes design concepts that impact employee motivation, interpersonal relationships, group dynamics, leadership, teams, and organizational culture of the context of both emerging theory and current/future practice.

MAJOR INSTRUCTIONAL GOALS:
Each student will:

1. Demonstrate a systematic and critical understanding of organizational theory and factors involved in the functioning of complex organizations.

2. Demonstrate comprehensive knowledge of the images of organizations that we have in the United States and the role of individuals in those organizations.

3. Analyze an organization, using a common vocabulary, in light of the images and make recommendations for initiating organizational improvement.
4. Recognize the relationships between the organization and its internal and external environment.

5. Assess motivation, group dynamics, decision making, power/authority/responsibility, leadership and organizational culture in view of the critical role of the human element in successful organizational improvement.

6. Identify norms which constitute an organization’s culture and the politics operative within that organization.

7. Analyze and enhance personal competence in communication, problem solving, decision-making and interpersonal skills.

8. Demonstrate, orally and in writing, the ability to integrate and communicate knowledge, ideas, and innovations about individuals and organizations.

PROGRAM COMPETENCIES: (Intended student learning outcomes)

- Develop an understanding of contemporary leadership and management models and theories.
- Develop an understanding and the ability to apply change frameworks and models.
- Articulate personal values and goals as guideposts to personal behavior.

WILMINGTON UNIVERSITY GRADUATION COMPETENCIES: (Broad based goals)

Oral Communication
- Speak with confidence, clarity, and conciseness.
- Research, prepare, and deliver professional presentations.

Written Communication
- Write clearly, concisely and appropriately using correct English grammar, punctuation, usage, mechanics, sentence structure, and vocabulary.
- Use appropriate APA format for scholarly writing.

Disciplined Inquiry
- Use quantitative, qualitative, and scientific reasoning to solve problems.
- Exercise critical thinking strategies including reasoning, problem solving, analysis and evaluation.
• Define a problem or issue and develop questions and methods to address the problem or issue and/or create new knowledge.

Information Literacy
• Access and use information effectively, efficiently, and appropriately.
• Evaluate the quality of sources and content.
• Use technology to effectively locate and communicate information.

Ethics
• Demonstrate knowledge and application of prescribed ethical codes and/or behaviors promoted by professions.

METHODOLOGY:
A. Teaching Methods: Describe what methods will be used to convey information to students.

B. Evaluation Procedures: Describe specifically how course objectives/outcomes will be evaluated (e.g. essays, projects, discussions, quizzes/exams, etc.)

C. Major Assignments used for Outcomes Assessments: Describe any Outcomes Assessments mandated in the course. For example, Peregrine testing. Any OA assessments required should be supplied by the Chair. This is a mandatory assessment used in all sections of all courses.

COURSE SCHEDULE AND CHECKLIST:
Provide a list of assignments by week, point values, and due dates (e.g. Sunday of Week 1). For online sections, Your instructional designer can help you build this table from the Grade Center in Blackboard.