COURSE TITLE: Theoretical View of Organizational Systems

COURSE NUMBER: ORG 433

I. RATIONALE:

The scope of the course encompasses organizational theory and behavior, communication, leadership, and organizational development. The impact of technology on organizational development and communication is a component of the course as well.

As Organizational Dynamics professionals, we recognize that reactions to trauma come in many forms. The content of this course, and discussions about trauma from different perspectives, may bring about unexpected and unsettling reactions. Responses to trauma are often strategies that survivors have developed to keep themselves safe, and therefore really reflect strength and resiliency. Recognizing how trauma impacts anyone is an important part of skill building for creating trauma-informed services and systems. Please do not hesitate to contact the instructor at any time during the course if you would like to discuss, privately, your reactions to the content we are reviewing and/or the discussions we are having.

II. MAJOR INSTRUCTIONAL GOALS:

GOAL A: Examine the major theories of organizational development and behavior

Learning Outcomes: The student will be able to:

A-1 Explain organizations as open systems
A-2 Explain organizations as rational systems
A-3 Explain organizations as natural systems

GOAL B: Examine the historical development of organizations

Learning Outcomes: The student will be able to:

B-1 Trace the historical development of organizational systems
B-2 Identify early theorist and writers on organizations

GOAL C: Examine leadership development and behavior in organizations
Learning Outcomes: The student will be able to:

C-1 Trace the historical development of leadership thought in the U.S.
C-2 Explain leadership theory and application to organizations
C-3 Explain leader-followers interaction and impacts on organizations

GOAL D:
Understand the future dynamics of organizations

Learning Outcomes: The student will be able to:

D-1 Examine the impact of technology on organizations.
D-2 Explain the impact of gender and diversity on 21st century organizations