

Office of Academic Affairs
Tarleton State University
Date Prepared: 12/1/08
Dates Revised:

Master Course Syllabus Outline

Department: Management, Marketing, and Administrative Systems
Course Prefix/Number: MGMT 508
Course Title: Analysis & Design of Organizations
Master Syllabus Approved by Department on: 12/1/08

- I. Catalog Description: Examines theories, processes and “fit” models of organization design. Emphasizes alignment of structure, technology, information systems, reward systems, people and culture, and management processes with organizational goals. Compares and contrasts the flexible, adaptive learning organization with the traditional centralized, standardized, and formalized organization.
- II. Prerequisites: None
- III. Expanded Course Description: Analysis and Design of Organizations provides a basis for analyzing organization outcomes as a result of strategy, structure, culture, and environment. Interaction between organizational elements and systems are examined in light of organizational measures and outcomes. A theoretical framework is established linking organization systems, structures and environment to organizational outcomes and success. This is a required course in MS Management and Leadership; it also serves as an elective for other graduate programs.
- IV. Intended Student Outcomes: (Must include outcomes of knowledge and skills, and may also include behavioral).

At the conclusion of the course the student will:

- Define theories of organizational design.
- Evaluate organization performance and outcomes in relation to theoretical constructs.
- Explain the impact of organization systems, structures and environment on organizational performance and outcomes.
- Explain the interaction of strategy, structure, culture, and environment as contributors to organizational performance and outcomes.
- Define how the core organizational processes fit together with the organizational structure, values and work processes.
- Explain the key design elements of a learning and empowered organization.
- Explain how to create an moral-ethical culture within an organization

- Explain how to create effective communications networks within organizations
- Explain how to create effective performance feedback to organizational members

V. Unless otherwise stipulated in this master syllabus by the department, the following items are subject to faculty discretion as described in each faculty member's individual course outline/syllabus:

- a) Course Requirements
- b) Required Text(s)
- c) Bibliography

VI. Academic Honesty: Cheating, plagiarism (submitting another person's materials or ideas as one's own), or doing work for another person who will receive academic credit are all-impermissible. This includes the use of unauthorized books, notebooks, or other sources in order to secure or give help during an examination, the unauthorized copying of examinations, assignments, reports, or term papers, or the presentation of unacknowledged material as if it were the student's own work. Disciplinary action may be taken beyond the academic discipline administered by the faculty member who teaches the course in which the cheating took place.

VII. Students With Disabilities Policy: It is the policy of Tarleton State University to comply with the Americans with Disabilities Act (ADA) and other federal, state, and local laws relative to the provision of disability services. Students with disabilities attending Tarleton State University may contact the Office of Disability Services at (254) 968-9478 to request appropriate accommodation. Furthermore, formal accommodation requests cannot be made until the student has been officially admitted to Tarleton State University.

Department Head Signature/Date:

Signature

_____/_____/_____

Date