## COX1206 ORGANIZATIONAL THEORY AND MANAGEMENT (3 CU)

**Course Description:**

This course introduces the student to the concept and importance of organization, the organization as a system, the interactions among human resources, technologies, and organization design. The student will learn to apply organization theory to problems identified in organizations today, specifically the problems of managing teams and leadership .

**Objectives:**

The course is designed to:

* Provide to students an insight into the orientation of organisations, management theory and practice.
* Motivate critical thinking and interlink organisational theory, management practice and organisation performance.
* Equip students with a framework of analysis, to enable them appreciate organisational dilemmas and use analytical tools to handle contemporary management problems with better prospects.

**Learning Outcomes:**

By the end of the course, students should be able to:

* Demonstrate the understanding of what constitutes an organization, the organization as a system, the interactions among human resources, technologies, and organization design.
* Evaluate and discuss the nature, theory and complexities of organizations.
* Identify the different elements of organization structure, design, process, and context.
* Discuss the advantages and disadvantages of various organization structures.
* Apply organization theory to problems identified in organizations today, specifically the problems of managing teams and leadership.

**Assessment Method**

The assessment method is structured to include coursework and final examination. Coursework consists of assignments, presentations and tests. The student shall as follows:

Coursework – assignments and tests 30%

Final Examination 70%

Total marks 100%

**Indicative Content:**

Managers and Managing: definition, types of Managers, Challenges for Management in the Global Environment; Theories of organization and management; Managing Organizational Structure: Designing Organizational Structure, Grouping Jobs into Functions and Divisions, Coordinating Functions and Divisions; Managing the Organizational Environment: The Changing General and Task Environment; Management and Leadership; Ethics, Social Responsibility, and Diversity; Motivating Individuals and Groups; Organizational Conflict, Negotiation, and Politics; An Overview of Managing Change.

**Basic Readings**

1. Barney Jay B. and Griffin, Ricky. 1992.The Management of Organisations; Strategy, Structure and Behaviour.Boston: Houghton MiffinCo.
2. Kreitner, Robert. 1999. *Management*. Seventh Edition. New Delhi: A.I.T.B.S Publishers
3. Koontz H. and Weinhrich H. 1990. *Essentials of Management*4th Edition New York: McGraw Hill.
4. Rao V S P and Narayan P. S. 1999. *Organisation Theory and Behaviour*, New Delhi, Konark Publishers PVT Ltd.
5. Robbins, P. Stephen and Judge, A. Timothy. 2007. *OrganisationalBehaviour*. 12th Edition. New Jersey: Pearson Education.
6. Stoner, JA; Freeman, RE; and Gilbert, DR. 2004. *Management*. Sixth Edition. New Delhi: Prentice Hall.
7. Van Fleet, (1988). *Contemporary Management*Boston: Houghton Miflin Co.