Administrative Unit: Business Administration Department, MBA Program

Course Prefix and Number: BUSI 522

Course Title: Organizational Theory and Practice

Number of Credit Hours: 3 Lecture Hours: 3 Laboratory Hours: 0

Catalog Description: This course examines modern concepts of effective management. Discussions focus on foundations, theories, and literature for designing effective organizational relationships. The case approach is used extensively to develop a framework for analyzing the structural and contextual dimensions which impact organizational effectiveness. Students are expected to demonstrate competency through their performance on two tests. Analytical, oral, and writing skills will be assessed through case studies. This casework should become a component of a student’s learning portfolio to demonstrate competency in the field of management.

Prerequisite(s)/Corequisite(s): Full admission to MBA program.

Text(s): The most current editions of the following:

Daft, Richard L. Organization Theory.


Internet access is required to obtain additional course-related information.

Course Objectives:

• To describe new concepts and models from organization theory with changing events in the real world of organizations.
• To diagnose emerging organizational needs and problems.
• To apply a contingency approach to the management of real organizations.
• To demonstrate competency in critical thinking, written analysis, and oral presentations.
• To demonstrate a sensitivity to the importance of business ethics and social responsiveness.

Measurable Learning Outcomes:

• Understand contingency theory.
• Explain the context dimensions of organizations: goals, environment, technology, size, and life cycle.
• Explain the appropriateness of organizational structures.
• Explain the decision-making process.
• Understand the change process.
• Prepare a written professional case analysis.
• Prepare and deliver a professional oral case presentation.
• Explain the major theories of business ethics.
• Explain the relationship between organizational structure and strategic decision-making.

All business administration courses include a written and oral presentation component.

Topical Outline (major areas of coverage):
• Organizations and Organization Theory
• Strategic Management and Organizational Effectiveness
• Organization Structure and Design
• Organization Design Processes
• Managing Dynamic Processes
• Strategy and Structure for the Future

Recommended maximum class size for this course: 15

Library Resources: Online databases are available at http://www.ccis.edu/offices/library/resources.asp. You may access them from off-campus using your eServices login and password when prompted.

Prepared by: Dr. Hoyt Hayes

Date: September 21, 2005

NOTE: The intention of the master syllabus is to provide an outline of the contents of this course, as specified by the faculty of Columbia College, regardless of who teaches the course, when it is taught or where it is taught. Faculty members teaching this course for Columbia College are expected to facilitate learning pursuant to the course objectives and cover the subjects listed in the topical outline. However, instructors are also encouraged to cover additional topics of interest so long as those topics are relevant to the course’s subject. The master syllabus is, therefore, prescriptive in nature but also allows for a diversity of individual approaches to course material.

Office of Academic Affairs
12/04