

# Global Learning Semesters

## Course Syllabus

Course: HRM-205 Organization Theory

Department: Management and MIS

Host Institution: Intercollege, Nicosia, Cyprus



Course Summary		
Course Code	Course Title	Recommended Credit Hours
HRM-205	Organization Theory	3
Semester Offered	Contact Hours	Prerequisites
Not offered yet	42	None
Department	Level of Course	Language of Instruction
Management and MIS	Lower Division	English

### Course Description

1. Overview: The evolution of Organization Theory.
2. Dimensions of Organizations Structure; the Structuring and Functioning of Organizations.
3. How organizations interact with their environments.
4. The Social Context of Management, Organizations and their Structures.
5. Organizational Change.
6. Mergers and Acquisitions.
7. Human Aspect of Decision-making.
8. Organizational Culture, Strategy, and Performance.
9. Organization Life-Cycle.
10. Developing the 'Right' Organization.

### Course Aims and Objectives

This course aims to provide students with a practical, management-oriented exploration of organization theory and the intricacies of organizational structure, design, and applications. Students will learn how organizations are structured with particular emphasis on the matching with organizational strategic objectives. They will examine the linkages between culture and the concepts of organizational change, human resource management, and strategic issues, with examples drawn from real-life organizations.

### Teaching Methods

The course is delivered through lectures and case studies.

### Course Teaching Hours

42

### Evaluation and Grading

Project/homework: 10%

Mid-Term: 40%  
Final Exam: 50%

## Readings and Resources

### Required Textbook

Daft, R.L., Organization Theory and Design, South Western Publishing Company, Cincinnati (2001)

### Recommended Reading

Brown, A., Organizational Culture, Pitman (1998).