MNO3303  Organizational Effectiveness

Course Instructor  Dr. Sangchan PARK & Dr. Kelvin PANG

Session  Semester 2, 2010/2011

Course Description

This course introduces you to the study of organizational actions in contemporary economic and social environments. The underlying assumption of the course is that organizations, rather than individuals, are critical actors in today’s society. We will examine a variety of theoretical perspectives that can help you to understand the questions of what shapes organizational actions and how organizations influence individuals and society. This course is designed to (a) introduce you to core theoretical concepts and perspectives from classic and contemporary studies of organizations, (b) provide you with opportunities to use these concepts and perspectives in analyzing and understanding contemporary problems about organizations, and (c) encourage you to develop essential skills for successful managers, including problem-solving, critical thinking, teamwork, group discussion, formal presentation, and written and oral communication.

Course readings

- Additional required and other supplementary readings will be available through electronic reserve in the IVLE

Expectations

We will explore theoretical and practical foundations for understanding modern organizations using a variety of course materials including conceptual articles for professional managers and real-life cases of business organizations. This course emphasizes an integrative perspective linking contemporary problems about organizational effectiveness and classic ideas from theoretical perspectives in a way that is interesting and enjoyable to you.

The lectures are designed to help you to expand upon theoretical ideas from the readings. To get the most from this course, you are required to attend all lectures and take your own notes.
This course also requires your substantial involvement. You are expected to come to class thoroughly prepared to discuss the course textbooks and other readings assigned for that week. Attending and participating in lectures and discussion will help you to understand the material you read and give you an ample opportunity to combine theoretical concepts of organization studies with common problems of organizations.

Discuss actively and thoughtfully the assigned readings. Focus your preparation on the major issues in the readings, such as the premises underlying the theoretical arguments and implications for explaining organizational actions. Your comments will be evaluated in terms of whether they reflect a careful consideration of the material. As your workload grows throughout the semester, you will be increasingly tempted to be a “free rider.” Overcome the temptation. You can get exactly what you put it in.

**Course Evaluation**

Evaluation of your performance will be based on a combination of individual and team efforts. The weighting of each of the components of the final grade is shown below.

- Midterm test: 25%
- Individual assignment: 25%
- Team assignment: 30% (10% presentation and 20% final report)
- Attendance and Participation: 20%