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Course title	Organisational Theory & Practice			
Course code	BUSS107			
Course type	Theoretical			
Level	Undergraduate			
Year / Semester	Year 1 Semester 2			
Teacher's name	Dr. Achilleas Karayiannis			
ECTS	8	Lectures / week	4	Laboratories / week
Course purpose and objectives	This course explores the ways in which organisations can be designed (by management or others) in order to achieve their objectives. Students are introduced to the ways in which economists, psychologists and sociologists address this and related issues.			
Learning outcomes	<p>After the completion of the course students are expected to:</p> <ul style="list-style-type: none"> • Be able to describe the essential features of organisations and discuss the factors shaping these features • Be able to describe the evolution of different organisational designs/types • Be able to discuss how managers may build and change organisations • Be able to describe how different organisational forms impact on the individual within organisations 			
Prerequisites	MGMT112 Introduction to Business & Management	Required	None	
Course content	<ul style="list-style-type: none"> • Introduction: Define organisations of differing types and differing objectives, Normative and positive theories, Division of labour, specialisation, productivity, economies of scale and the problem of coordination, Markets and organisations as alternative coordinating mechanisms, Contrasting market and employment contracts, The market organisational contractual continuum, Competitive markets, 'real' markets, long term contracts, joint ventures, alliances, informal networks, franchising etc., Coordination and role of: Motivation/incentives, communication- information - knowledge, bargaining power and authority, culture – norms – trust -commitment, democratic process, Introduction to the nature of Hierarchical organisations, Vertical boundaries, Horizontal boundaries, Hierarchical structures, Ownership/governance • The evolution of organisations: Evolution of contracts, Evolution of organisational types: Peer groups, multifunctional, multi-divisional, conglomerates, Alliances, networks, long term contacting, Centralised vs decentralised organisation 			

	<ul style="list-style-type: none"> • Studying organisations: Organisation, group and individual levels of study and their inter-relationship, Contribution of statistical models and case studies, Contribution of network models, Critical theories of organisation. • Organisations as contractually coordinated mechanisms: Taylor, standardisation, rationalisation and scientific management, “Fordism”, Theories and critiques of bureaucracy, Centralisation, decentralisation and discretion/incomplete contracts, Control loss, coordination loss • Organisations as Incentive - Motivationally coordinated mechanisms: Introduction to principal agent theory, Team production and externalities, Psychological models of motivation: Human relations, Human resource management, Group and team context, Motivational reactions to organisational design. • Organisations as authority – power - coordinated mechanisms: Nature of power, Authority and influence, Bargaining power, Sources of power, Power and participation/decentralisation. • Organisations as Information - Knowledge distribution coordinated mechanisms: Coordination and information, Theory of teams, Hidden information/action, Demand for information and participation. • Organisations as ‘Culturally’ coordinated mechanisms: Nature of culture. • Trust, leadership, sacrifice and commitment, Social capital, Corporate culture/ambient cultures. • Determinants of hierarchal structures: Contingency theory, Population, ecology - institutional theory, Hierarchy as an optimal mechanism, Incentives, authority, information, culture
<p>Teaching methodology</p>	<p>The course content will be taught using:</p> <ul style="list-style-type: none"> • Power Point presentations • Guided discussions with the active participation of students • Examples and case studies that relate to the content of the course • Question and answer section • Use of internet and related IT infrastructure • Use of video projector and whiteboard • Assignment
<p>Bibliography</p>	<p>Greek Bibliography</p> <ul style="list-style-type: none"> • Τζωρτζάκης Κ.(2019), Οργάνωση & Διοίκηση : Το μάνατζμεντ της Νέας Εποχής, Rosili,ISBN: 978-618-5131-58-6 • Robbins S., Coulter M. DeCenzo D.(2017), Διοίκηση Επιχειρήσεων : Αρχές και εφαρμογές. Κριτική,ISBN: 9789605861889 • Σαλάβου, Ε., Κυριακίδου Ο.(2010)Μάνατζμεντ : Εταιρικές λειτουργίες. Rosili, ISBN: 9789607745248 • Γεωργόπουλος, Α., 2015. Αναδιοργάνωση και μάνατζμεντ αλλαγών στις επιχειρήσεις. [ηλεκτρ. βιβλ.] Αθήνα: Σύνδεσμος Ελληνικών Ακαδημαϊκών Βιβλιοθηκών.ISBN 9789606030109 Διαθέσιμο στο: http://hdl.handle.net/11419/1647

	<p>English Bibliography</p> <ul style="list-style-type: none"> • Cyril Kirwan(2013),Making Sense of Organizational Learning : Putting Theory Into Practice. Farnham: Routledge,ISBN 9781409441861 EBSCOhost • Julie Hodges. (2016),Managing and Leading People Through Organizational Change : The Theory and Practice of Sustaining Change Through People. London, United Kingdom: Kogan Page, ISBN : 9780749474195. EBSCOhost • Daft, R.(2007), Understanding the theory and design of organizations,Thomson, ISBN: 0-324-42271-7
Assessment	<ul style="list-style-type: none"> • Attendance and Class Participation: 10% • Assignment: 20% • Intermediate Written Examination: 30% • Final Written Examination: 40%
Language	English or Greek