

**Ministry of education and science of Ukraine
Sumy National Agrarian University**

Management Department

APPROVED

Head of the Management Department

"09" June 2020 year

WORKING TRAINING PROGRAM OF ACADEMIC DISCIPLINE

Theory of Organization

073 "Management"

EL:bachelor's degree

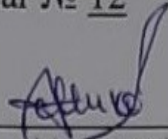
Faculty: Economics and Management

Sumy 2020 -2021

The work program was approved at a meeting of the Department of Management.

Protocol from "09" 06.2020 year № 12

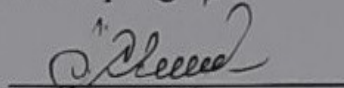
Head of the Department


(signature)

(Mykhailov A.N.)
(surname and initials)

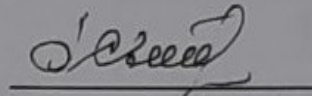
Confirmed:

Guarantor of educational and professional program


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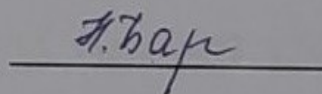
(Strochenko N.I.)
(surname and initials)

Dean of the Faculty of Economics
and Management



(Strochenko N.I.)

Methodist of the Department
of education quality,
licensing and accreditation



(N. Baranik)

Registered in the electronic data base: 21.07 20 20 year
date

1. Description of the discipline

Name of indicators	Branch of knowledge, direction of preparation, education and qualification level	Characteristic of discipline
		training by correspondence
The number of credits - 3		Regulatory
	073 “Management”	
Modules –2		Year of preparation:
Content modules: 3		2020-2021
		Course
		2
		Semester
The total number of hours - 90		4-й
		Lectures
		30 h.
		Practical, seminar
		14 h.
		Independent work
		46 h
		Kind of control:
		exam

Note.

Ratio of the number of classroom hours with independent and individual work is:

for the day form of education - 1/1 (46/44)

2. Purpose and objectives of discipline

Purpose of study subject is shaping the future of modern management, a systematic approach, outlook on the creation, operation and evolution of organizations..

Task: is in the systematization of the experience of the development of science, the theory of organization, in understanding the ways of organization of nature and human activities, explanation, and the compilation of these methods, setting trends and regularities of their development.

The study of the discipline "Theory of Organization" involves the formation of students' competencies:

№	Type of program competencies	Program competence	Code
	General		
1		Ability to think abstractly, analyze, synthesize, and establish relationships between socioeconomic phenomena and processes.	3K 1
2		Ability to apply conceptual and basic knowledge, understanding the subject area and the profession of manager.	3K 2.
3		Ability to work in a team and establish interpersonal interaction in solving professional problems.	3K 5.
4		Ability to learn and acquire modern knowledge.	3K 6.
5		Ability to adapt, be creative, generate ideas and actions in a new situation.	3K 7.
	Professional (special)		
1		Ability to identify and describe the characteristics of the organization.	ΦK 1.
2		Ability to analyze the results of the organization, to compare them with the factors of external and internal environment, to determine the prospects for the development of the organization.	ΦK 2.
3		Ability to identify functional areas of the organization and the relationships between them.	ΦK 3.

2.3 Program learning outcomes

As a result of studying the discipline "Theory of Organization" the student must be able to demonstrate the following learning outcomes:

№	Program learning outcomes	Code
1	Describe the content of the functional areas of the organization	ППН 5
2	Demonstrate organizational design skills	ППН 7
3	Assess the legal, social and economic consequences of the organization	ППН 12
4	Demonstrate skills of independent work, flexible thinking, openness to new knowledge, be critical and self-critical	ППН 16

The program of the discipline

Module 1. Methodological foundations of the organization theory.

Content module 1. Methodological foundations of the organization theory.

Topic 1 Methodological principles of theory of organization. The essence of the concept of organization. Laws of organization. Principles of organization. Stages of development organization dealing.

Topic 2 Basic organizational theories and models. Organizational Theory. Evolution of theoretical concepts. Main model of organizations: organic and mechanistic. Modern organizational paradigm: the nature, significance, practical orientation.

Topic 3 Organization as a system. Representations of forming system : Plato, Aristotle, Kant, A.Smyt. Structure systems: a subsystem, element, structure, communication. Classification of systems. General classification. Classification criteria. Aspects of institutional order. Typology of organizations

Module 2. Technologies of organization theory.

Content module 2. Technologies of organization theory.

Topic 4 Organization as a society. Social organization and social community. Man as an element of the social system. The main types of social organizations. Mechanisms of regulation of social systems: task management action, self-regulation (self-) organizational order.

Topic 5. Organizational process. Organizational activities. Alternative paradigms of organizational process. Management Principles. Management optimization. Adaptive and those that are the most customizable system. Control of methods : deterministic, target-oriented, value-oriented management method.

Topic 6. Self organization. Self as thorough process of nature. Synergetic concept of self-organization. Guideline. Processes of selforganization. The principles of self-organization. Flexibility of organization. Stability of organization. Types of sustainability. Stability of and change management.

Content module 3. Tools of organization theory.

Topic 7 External and internal environment of the organization. The internal environment of the organization. The external environment of the organization. Methods of research of environmental organizations: external observation, target observation, informal search, formal search. Relationship factors of internal and external environment of the organization.

Topic 8 Organizational design. The theoretical basis of the creation and development of organizational forms of governance. Production, technology management structure. Essence and stages of organizational design. Methodology for designing of organizational forms of management. Technology of designing of organizational forms of management. The key stages of the organizational forms of management. Assessment of the effectiveness of the organizational forms of management.

Topic 9 Culture of organization. The concept of "culture" and "organizational culture". Models of organizational culture. Characteristics of organizational culture. Typology of organizational cultures. Modern Ukrainian organizational culture: the source and the main content.

4. The structure of the discipline

The names of the substantive modules and themes	Number hours				
	full-time form				
	Total	including			i/w
l		p			
1	2	3	4		6
Module 1. Methodological foundations of the organization theory					
<i>Content module 1. Methodological foundations of the organization theory.</i>					

Topic 1 Methodological principles of theory of organization	11	4	2		5
Topic 2 Basic organizational theories and models	9	2	2		5
Topic 3 Organization as a system	11	4	2		5
Along with the module 1	31	10	6		15
Module 2. Technologies of organization theory.					
<i>Content module 2. Technologies of organization theory.</i>					
Topic 4 Organization as a society	9	2	-		7
Topic 5. Organizational process	9	2	2		5
Topic 6 Self organization	9	2	2		5
<i>Content module 3. Tools of organization theory.</i>					
Topic 7 External and internal environment of the organization	11	4	2		5
Topic 8 Organizational design	9	2	2		5
Topic 9 Culture of organization	12	8	-		4
Along with the module 3	59	20	8		31
Усього годин	90	30	14		46

5. Themes and plan of lectures (full-time form)

№ з/п	Name of topic	Number hours
1	Topic 1 Methodological principles of theory of organization 1 The essence of the concept of organization. 2. Principles of organization.	2
2	Topic 2 Methodological principles of theory of organization 1. Laws of organization. 2. Stages of development organization dealing.	2
3	Topic 3 Basic organizational theories and models 1 Organizational Theory. 2. Evolution of theoretical concepts. 3. Main model of organizations: organic and mechanistic. 4. Modern organizational paradigm: the nature, significance, practical orientation. 5. Main model of organizations: organic and mechanistic. 6. Modern organizational paradigm: the nature, significance, practical orientation.	2
4	Topic 4 Organization as a system 1. Representations of forming system : Plato, Aristotle, Kant, A.Smyt 2. Structure systems: a subsystem, element, structure, communication. 3. Classification of systems. General classification.	2
5	Topic 5 Organization as a system 1. Aspects of institutional order. 2. Typology of organizations	2

6	<p>Topic 6 Organization as a society</p> <ol style="list-style-type: none"> 1. Social organization and social community. 2. Man as an element of the social system. 3. The main types of social organizations. 4. Director - organizer of the labour collective 5 Mechanisms of regulation of social systems: task management action, self-regulation (self-) organizational order. 	2
7	<p>Topic7. Organizational process</p> <ol style="list-style-type: none"> 1. Organizational activity. 2. Principles of management. 3. Management optimization. 4. Deterministic management method 5. Target-oriented management method 6.Value-oriented management method. 	2
8	<p>Topic 8 Self organization</p> <ol style="list-style-type: none"> 1. Self as thorough process of nature. 2. Synergetic concept of self-organization. 3.Processes of self organization 4. Flexibility of organization. 5.The constancy of the organization. Types of stability 	2
9	<p>Topic 9 Internal environment of the organization</p> <ol style="list-style-type: none"> 1. The internal environment of the organization. 2. Culture and image of the organization as its internal factor 	2
10	<p>Topic 10 External environment of the organization</p> <ol style="list-style-type: none"> 1. The external environment of the organization. 2. Relationship factors of internal and external environment of the organization. 	2
11	<p>Topic 11 Organizational design</p> <ol style="list-style-type: none"> 1The theoretical basis of the creation and development of organizational forms of governance. 2. Essence and stages of organizational design. 3. Advantages and disadvantages of organizational forms of management 	2
12	<p>Topic 12 Culture of organization</p> <ol style="list-style-type: none"> 1. The concept of "culture" and "organizational culture". 2. Models of organizational culture. 3. Characteristics of organizational culture. 	2
	<p>Topic 13 Types of Culture of organization</p> <ol style="list-style-type: none"> 1. Typology of organization culture. 2. Modern Ukraine organization culture/ 	2
14	<p>Topic 14 Corporate social responsibility</p> <ol style="list-style-type: none"> 1. Eessence of Corporate social responsibility 2.Types of Corporate social responsibility 	2
15	<p>Topic 15 Organization management in various formations</p> <ol style="list-style-type: none"> 1.organization management in social organization 2. Organization management for small business 	2
	Together	30

6. Themes of practical lessons

№ з/п	Name of topic	Number hours
1	Methodological principles of theory of organization. Grouping principles.	2
2	Major organizational theories and models. Tektolohiya A. Bogdanov. Noosfera V.I . Vernadsky	2
3	Organization as a system. The structure of the systems: the subsystem, the element structure, communication. Classification of organizations.	2
4	Organization as a society. Man as a social system.	-
5	Organizational process. Discuss the question of « common features and principles of management»	2
6	Self organization. Assessment of the level of their abilities for self-organization.	2
7	External and internal environment of the organization. The study of the factors of the internal and external environment of an organization	2
8	Organizational design. Characteristics of organizational structures of management.	2
9	Culture of organization. Analysis of determinants of organization culture .	-
	Together	14

7. Independent work

№ з/п	Name of topic	Number hours
1	Topic 1 Methodological principles of theory of organization	5
2	Topic 2 Basic organizational theories and models	5
3	Topic 3 Organization as a system	5
4	Topic 4 Organization as a society	7
5	Topic 5. Organizational process	5
6	Topic 6 Self organization	5
7	Topic 7 External and internal environment of the organization	5
8	Topic 8 Organizational design	5
9	Topic 9 Culture of organization	4
	Together	46

8. Teaching methods

Verbal, visual, practical, experience and skills, inspection and evaluation of knowledge and skills, methods oral presentation of knowledge, fixing of educational material, independent students work on understanding and digestion of new material, work on the application of knowledge in practice.

9. Control methods

Oral, written, practical (laboratory), and self-management of students.

13. The distribution of points that get students

The current testing and independent work									Together from modules and IW	Attestation	Exam	Total
Content of module 1 12points			Content of module 2 14 points			Content of module 3 14 points						
T1	T2	T3	T4	T5	T6	T7	T8	T9	55	15	30	100
4	4	4	4	5	5	4	5	5	(40+15)			

14. Assessment scale: national and ECTS

National rating	Rating ECTS	Definition ECTS	The number of points in the discipline
excellent	A	EXCELLENT - only minor errors	90 - 100
good	B	Very good - above average with some errors	82 – 89
	C	Good - generally with several errors	75 – 81
fair	D	Fair - not bad, but a lot of mistakes	69 – 74
	E	Enough - performance meets the minimum criteria	60 – 68
poor	FX	Poor - need to work before you get a positive assessment	35 – 59
	F	Poor - thorough and elaborate	0-34

15. Metodological support

1.Batsenko LM. Organization Theory: Lecture notes for the students, field of study 073 "Management", 074 "Public Management and Administration" full-time 2.and distance form of education. - Sumy: Ed. SNAU, 2017. - 62 p.

Workbook to carry out the practical tasks for students 3-year field of study 073 "Management", 074"Public administration" full-time and distance learning in agrarian higher educational institutions - Sumy: SNAU, 2016- 41 p.

3.Organization theory: methodological guidelines for independent work of students in higher education for specialties 073 "Management" and 074 "Public Management and Administration" of full-time and distance learning - Sumy

4. <https://cdn.snau.edu.ua/moodle/course/view.php?id=3066017>.- 30 p.

16. Recommended literature

Basic

1. .Josef Bel-Molokwu, P COURSE TITLE: ORGANISATION BEHAVIOUR AND THEORY.

2. Neil Fligstein Organizations: Theoretical Debates and the Scope of Organizational Theory, 2001

3. Mahmoud M. Alajloni The Classical Theory of Organisation and it's Relevance

4. <http://2012books.lardbucket.org/books/an-introduction-to-organizational-communication/s06-04-chapter-exercises.html>

5. Shafritz, J. M., Ott, S. J., & Jang, Y. S. (2011). Classics of Organizational Theory (7th ed.). Belmont, Calif.: Wadsworth.

Auxiliary

1.Management and Organization Theory: A Jossey-Bass Reader, Jeffrey A. Miles, ISBN: 978-1-118-00895-9, 480 pages, February 2012, ©2012, Jossey-Bass

2. Concepts in Strategic Management and Business Policy (14th Edition) Paperback – February 1, 2014 by Thomas L. Wheelen , J. David Hunger, Alan N. Hoffman

3. Druker Peter F. Practice Management: Per. with English .. - M.: Izdat. House "Williams" 2001. - 398 p.

4.Мильнер Б. 3 Теория организации: Учебник. – 2-е изд., перераб. И доп. – М.:ИНФРА-М, 2000– Ульяновск : УлГТУ, 2007.