

**SUBJECT SYLLABUS  
ACADEMIC OVERVIEW  
INTERNATIONAL SCHOOL OF ECONOMIC & ADMINISTRATIVE SCIENCES**

**COURSE NAME AND CODE:** Organizational Theory (81108)

**PROGRAM:**

Bachelor of Business Administration (BBA),  
Bachelor of Administration & Service (BA&S)  
Bachelor of International Business (BIB)

Bachelor of International Marketing & Logistics Administration  
(BIMLA)

**LEVEL OF STUDY:** Undergraduate Programme

GENERAL ACADEMIC INFORMATION					
<b>LATEST UPDATE</b>	2020-2				
<b>ACADEMIC DEPARTMENT</b>	Administration & Organizations				
<b>SUBJECT TYPE</b>	Mandatory				
<b>LANGUAGE</b>	English and Spanish				
<b>SEMESTER</b>	Programme	Semester			
	BBA	3			
	BA&S	3			
	BIB	2			
	BIMLA	2			
<b>NUMBER OF ACADEMIC CREDITS</b>	3				
<b>HOURS OF ACADEMIC WORK</b>	144	<b>CONTACT HOURS</b>	48	<b>HOURS OF INDEPENDENT/AUTONOMOUS WORK</b>	96

<b>LEARNING PREREQUISITES</b>	Mastering the concepts of Administration and Organizations, Describe the nature of administration and the importance of the work of administrators for modern organizations. Know the origin of the Administration, its theoretical foundations and its importance in the evolution of organizations. Mastering that administration is a set of activities such as: planning, organization, direction and control, which are systemically integrated, aimed at the management of resources (human, financial, facilities and information. Know the functional areas within an organization, Financial Area, Human Resources, Marketing and Production, and its contribution to the achievement of organizational objectives.					
<b>INTERNATIONAL COMPONENT</b>	<ul style="list-style-type: none"> <li>• National and international standards, policies, regulations and mores related to the professional field.</li> <li>• Vocabulary and technical language to communicate in different cultural contexts.</li> </ul>					
<b>SUSTAINABLE DEVELOPMENT GOALS (SDG)</b>	8. Decent Work and Economic Growth					
<b>COURSE DETAILS</b>						
<b>COURSE DESCRIPTION</b>	This course belongs to the field of organizational studies and seeks that participants have an approach to their fundamental concepts, the possibilities of application of such concepts and theoretical reflections to understand and act on organizations. Consequently, it is sought that the student learns the fundamental concepts of organizational theory, and can evaluate the applicability of theoretical knowledge in real and concrete situations; through exercises of reading cases, observation, description and organizational analysis. The contents include the topics of the study of the organization and its environment, organizational design and organizational change processes.					
<b>KEY WORDS:</b>	Organizational Theory, Organizational Change, Organizational Design, Organizational Structure.					
<b>COMPETENCES DEVELOPED</b>	<b>EICEA ILOS or Programme ILOS</b>	<b>Course ILOS</b>	<b>Type</b>	<b>Content</b>	<b>Teaching and Learning strategy</b>	<b>Assessment Method</b>

<p>ILO01 ILO02 BBA ILO08 BIB ILO09</p>	<p>Know the basic theory about organizations in terms of design, operation, life cycle in the current context characterized by innovation and competitiveness.</p>	<p>Knowledge</p>	<p>Types of organizations: state, companies and civil society. STD, Political Systems and Economic Systems. Organizations and Organizational effectiveness</p>	<p>Theoretical Class</p>	<p>Summative Assesment  Formative Assesment</p>
<p>ILO01 ILO02 ILO03 ILO04</p>	<p>Analyse the processes of innovation and change, with which organizations are directed, in order to achieve or maintain leadership positions in today's competitive environments.</p>	<p>Skill</p>	<p>-Stakeholders, Managers, and Ethics -Organizing in a Changing Global Environment. -Agency Theory Perspective. - Transaction Cost Theory.</p>	<p>Collaborative Learning</p>	<p>Summative Assesment  Formative Assesment</p>
<p>ILO01 ILO02 ILO03 ILO04</p>	<p>Understand the nature of conflict in organizations, its causes and consequences and its relationship with power structures and processes of change and innovation, in order to adequately resolve conflict situations.</p>	<p>Knowledge</p>	<p>-Types and Forms of Organizational Change -Creating and Managing Organizational Culture -Decision Making, Learning, Knowledge Management, and Information Technology - Innovation, Intrapreneurship, and Creativity - Managing Conflict, Power, and Politics</p>	<p>Collaborative Learning</p>	<p>Summative Assesment  Formative Assesment</p>
<p>ILO01 ILO02 ILO03</p>	<p>Know the components of organizations (structure) and their mutual</p>	<p>Knowledge</p>	<p>-Organizational transformations: Birth, Growth, Decline, and Death</p>	<p>Theoretical Class</p>	<p>Summative Assesment</p>

		<p>interrelationships with each other and with the environment, and understand the role of their culture and the role that it plays in the way of being of organizations in order to generate dynamic organizations from your managerial action.</p>		<p>-Basic Challenges of Organizational Design          Designing Organizational Structure: Authority and Control          -Designing Organizational Structure: Specialization and coordination          - Organizational Design and Strategy in a Changing global environment.          -Organizational Design, Competences, and Technology</p>		<p>Formative Assesment</p>
<p>ILO01: Global Vision: Demonstrate an understanding of multicultural environments both in local and global contexts.</p> <p>ILO02: Critical Thinking: Evaluate information using critical and analytical reasoning to address changing economic and business situations.</p> <p>ILO03: Teamwork: Understand and work with others of different backgrounds to solve problems, develop meaningful relationships, and share knowledge.</p> <p>ILO04: Ethics &amp; Social Responsibility: Demonstrate awareness of ethical issues in business environments and contribute to the improvement of social conditions.</p> <p>BBA ILO08: Communication: Communicate effectively in written and spoken manner in Spanish and English.</p> <p>BIB ILO09: Communication: Communicate effectively in written and spoken manner in Spanish, English, and a third language.</p>						

<p><b>BIBLIOGRAP HY</b></p>	<p><b>Texto Básico:</b></p> <ul style="list-style-type: none"><li>• Gareth R. Jones. (2013). <i>Organizational Theory. Design and Change</i>, 7th. Edition. Prentice Hall: New Jersey.</li><li>• Libros y lecturas complementarias.</li><li>• Morgan, G. (1990). <i>Imágenes de la organización</i>. Ra-ma.</li><li>• Porter, M. (2011). ¿Qué es la estrategia? <i>Harvard Business Review</i>, 89(11), 100-117. Scott, W. R. (1987). <i>Organizations: Rational, natural, and open systems</i>.</li></ul>
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