Note:

Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should <u>not</u> be used to purchase course materials.

COURSE SYLLABUS

BUSI 610
ORGANIZATIONAL DESIGN AND STRUCTURE

COURSE DESCRIPTION

This course provides graduate-level instruction regarding the design, redesign, and implementation of effective organizations. Special emphasis is placed on the analysis, planning, implementation, and evaluation of both the social and technical systems of organizations with emphasis on the structural changes necessary to improve and maintain productivity and quality of work life.

RATIONALE

Organizations are collections of people working together under a defined structure for the purpose of achieving predetermined outcomes through the use of financial, human, and material resources. There are a number of approaches to the structuring and managing of organizations. This course will provide the student with a comprehensive understanding of the theoretical constructs regarding the field of organizational design and structure as well as strategies for moving from theory to practice.

I. PREREQUISITE

For information regarding prerequisites for this course, please refer to the Academic Course Catalog.

II. REQUIRED RESOURCE PURCHASE

Click on the following link to view the required resource(s) for the term in which you are registered: http://bookstore.mbsdirect.net/liberty.htm

III. ADDITIONAL MATERIALS FOR LEARNING

A. Computer with basic audio/video output equipment

B. Internet access (broadband recommended)

C. Microsoft Office

IV. MEASURABLE LEARNING OUTCOMES

Upon successful completion of this course, the student will be able to:

A. Assess the dimensions of organizational purpose, design, and structure.

B. Evaluate the open-system organizational design elements: external environment, international environment, and interorganizational relationships.

C. Evaluate the internal organizational design elements: manufacturing and service technologies, information technology, and organizational life cycle.

D. Manage dynamic organizational design processes: organizational culture, ethical values, decision making, and organizational conflict/power/politics.

E. Integrate a biblical worldview within the context of organizational design.

V. **COURSE REQUIREMENTS AND ASSIGNMENTS**

A. Textbook readings and lecture presentations

B. Course Requirements Checklist

After reading the Course Syllabus and Student Expectations, the student will complete the related checklist found in Module/Week 1.

C. Group Discussion Board Forums (4)

For this collaborative discussion board, the instructor will place the student into a group at the beginning of the course.

Part 1

The student is required to provide a thread in response to the Group Discussion Board Forum prompt. The thread must be 1,000–1,500 words, include at least 3 peer-reviewed references, and demonstrate course-related knowledge.

Part 2

The student must reply to at least 2 other classmates' threads. Each reply must be a minimum of 400 words. Each group must then collaborate to enhance each other's work and to develop a group response that synthesizes the individual replies. One designated member of the group must post the synthesized response in the Group Discussion Board Forum. The group response must be 1,000–1,500 words and demonstrate course-related knowledge.

D. Literature Review

The student will research and write a scholarly Literature Review that will be submitted in parts through the course. The student will be required to submit his/her topic, a 3-tiered outline with a correctly-formatted title page, and an abstract. The student must also submit an annotated bibliography of at least 15 sources. All parts of the Literature Review must be in current APA format. The Literature Review: Final must be a minimum of 16 pages (not including the title page, abstract, and reference list) and must utilize a minimum of 15 scholarly references.

E. Quizzes (4)

Each quiz will cover the Reading & Study material for the modules/weeks in which it is assigned. Each quiz will be open-book/open-notes, contain 25 multiple-choice and true/false questions as well as 1 essay question, and have a 45-minute time limit.

VI. **COURSE GRADING AND POLICIES**

A. Points

Course Requirements Checklist	10
Group Discussion Board Forum	
Part 1 (4 at 30 pts ea)	120
Part 2 (4 at 30 pts ea)	120
Literature Review	
Topic Selection	0
Outline and Title Page	50
Abstract	20
Annotated Bibliography	80
Final	250
Quizzes (4 at 90 pts ea)	360
Total	1010

B.   Scale

A = 940–1010   A- = 920–939   B+ = 900–919   B = 860–899   B- = 840–859
C+ = 820–839   C = 780–819   C- = 760–779   F = 0–759

C.   Late Assignment Policy

If the student is unable to complete an assignment on time, then he or she must contact the instructor immediately by email.

Assignments that are submitted after the due date without prior approval from the instructor will receive the following deductions:

1.   Late assignments submitted within one week of the due date will receive a 10% deduction.

2.   Assignments submitted more than one week late will receive a 20% deduction.

3.   Assignments submitted two weeks late or after the final date of the course will not be accepted.

4.   Late Discussion Board threads or replies will not be accepted.

Special circumstances (e.g. death in the family, personal health issues) will be reviewed by the instructor on a case-by-case basis.

D.   Disability Assistance

Students with a documented disability may contact Liberty University Online's Office of Disability Academic Support (ODAS) at LUOODAS@liberty.edu to make arrangements for academic accommodations. Further information can be found at www.liberty.edu/disabilitysupport.

COURSE SCHEDULE

BUSI 610

Textbook: Daft, *Organization Theory & Design* (2016).

MODULE/ WEEK	READING & STUDY	ASSIGNMENTS	POINTS
1	Daft: chs. 1–3 4 presentations	Course Requirements Checklist Class Introductions Group DB Forum 1: Part 1 Literature Review: Topic Selection Quiz 1	10 0 30 0 90
2	Group DB Forum Review 1 presentation	Group DB Forum 1: Part 2 Literature Review: Outline and Title Page	30 50
3	Daft: chs. 4–6 4 presentations	Group DB Forum 2: Part 1 Quiz 2	30 90
4	Group DB Forum Review 1 presentation	Group DB Forum 2: Part 2 Literature Review: Abstract	30 20
5	Daft: chs. 7–9 4 presentations	Group DB Forum 3: Part 1 Literature Review: Annotated Bibliography Quiz 3	30 80 90
6	Group DB Forum Review 1 presentation	Group DB Forum 3: Part 2	30
7	Daft: chs. 10–13 5 presentations	Group DB Forum 4: Part 1 Quiz 4	30 90
8	Group DB Forum Review 1 presentation	Group DB Forum 4: Part 2 Literature Review: Final	30 250
		TOTAL	1010

Group DB = Group Discussion Board

NOTE: Each course module/week begins on Monday morning at 12:00 a.m. (ET) and ends on Sunday night at 11:59 p.m. (ET). The final module/week ends at 11:59 p.m. (ET) on **Friday**.