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ORGANIZATIONAL THEORY

COURSE OBJECTIVES:

The course presents main principles and concepts of organization theory. It aims to improve the understanding of contemporary organizations, their relations with complex environment, and main problems and dilemmas they face. Some of modern theories will be presented and the possibility of their application to organizations on different markets and in different countries will be discussed.

The course will be interactive – based on discussions, participants' presentations and case studies (special emphasis will be put on Polish companies).

BRIEF CONTENTS:

1. Organization theory – past and present
 - the evolution of organization theory
 - what can we learn from the past?
 - metaphors and images of organizations
 - approaches to improvement of organizational performance

2. Social aspects of organizing
 - the role of manager in modern organizations; managers and leaders
 - organizational culture
 - employees – motivation, career, flexibility
 - organization in society – culture, ethics, corporate social responsibility

3. Structure and technology in modern organizations and management
 - structures in changing environment
 - structural configurations
 - how technology influences structure?

4. Organizational change and development

- the nature of organizational change
- quantitative and qualitative aspects of development
- organization life cycles

5. Innovation, entrepreneurship and intrapreneurship

- sources and role of innovation
- entrepreneurship and intrapreneurship
- the culture of entrepreneurship and intrapreneurship

6. Knowledge based and learning organizations

- the role of knowledge in modern organizations,
- the concept of learning on individual, group and organizational level.

METHOD OF EXAMINING:

The final grade will be assigned on the basis of group work during the sessions and final report preparation and presentation.

SELECTED READINGS:

• BOOKS AND TEXTBOOKS

1. Hatch, Mary Jo (1997) *Organization Theory: Modern, Symbolic, and Postmodern Perspectives*. Oxford University Press.
2. Morgan, Gareth (1986) *Images of Organization*. SAGE Publications.
3. Senge, Peter.M. (1990) *The Fifth Discipline*. ANCHOR BOOKS.
4. Mullins, Laurie J. (2005) *Management and organizational behaviour* (VII ed.). Prentice Hall.

The complete list of textbooks and materials will be presented during the course.

• BUSINESS AND SCIENTIFIC MAGAZINES:

- Harvard Business Review,
- European Management Journal.