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| A | DEPARTMENT OF MANAGEMENT STUDIES  NATIONAL INSTITUTE OF TECHNOLOGY  TIRUCHIRAPPALLI - 620 015, TAMIL Nadu, India |
|  | Phone : +91-431-2503700 (O) , +91-431-250 (Direct), Fax : +91-431-2500133 (O/o the Director), E-Mail : lavanya@nitt.edu |

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| **Course Code** | **:** | MB 706 |
| **Title of the Course** | **:** | ORGANISATIONAL STRUCTURES AND DESIGN |
| **Trimester** |  | I |
| **Contact Hours, Type of Course** | **:** | 30 HOURS, CORE |
| **Course Assessment Methods** | **:** | REGULAR(CONTINUOUS ASSESSMENT) |

**Course Learning Objectives**

To help the students know about the organizations’ various system and structural design to adapt themselves better in corporate environment

**Course Content**

**Unit I**: Introduction to Organizations and organization theory Organizations as systems, Dimensions of Organisational Design, The evolution of Organisational Theory and Design, Role of organization theory and design

**Unit II:** Organisational Purpose and Structural Design Organisational Purpose and Structural Design, strategy, design and effectiveness, Fundamentals of Organisational structure, Open system Design elements

**Unit III:** Open system design element, The environmental domains, inter Organisational relationships, Organisational level manufacturing technology, Organisational level service technology

**Unit IV:** Organizational transformation Organisation size, life cycle and control

**Unit V:** Managing Dynamic process Organisational culture and ethical values, contemporary trends in organization design

**TEXT BOOK:**

1. Richard L. Daft “Organization Theory and Design” 7th edition Thomson south western. 2011 **REFERENCE BOOKS:**

1. Richard H. Hall “Organizations-structures, processes and outcomes”, 8th edition, PHI, 2002

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| **COURSE OUTLINE TEMPLATE** | | | | |
| **Course Title** | ORGANISATIONAL STRUCTURES AND DESIGN | | | |
| **Course Code** | **MB706** | | **No. of Credits** | **2** |
| **Department** | MBA | | **Faculty** | **Dr. V. LAVANYA** |
| **Pre-requisites**  **Course Code** | **----** | | | |
| **Course Teacher(s) E-mail** | **lavanya@nitt.edu** | | |  |
| **Course Type** | √ | **Core** | | |
|  | Elective | | |
|  | Open Elective | | |
|  | Laboratory | | |

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| **COURSE TEACHING AND LEARNING ACTIVITIES** | | | | | | |
| **Sl.No.** | **Week** | **Topic** | | | **Mode of Delivery** | |
|  | **Week 1** | Introduction to Organisation, and organization theory Organizations as systems, Dimensions of Organisational Design, | | |  | |
|  | **Week 2** | The evolution of Organisational Theory and Design – Hawthorne Experiment, scientific management principles, management principles, Role of organization theory and design | | |  | |
|  | **Week 3** | Organisational Purpose and Structural Design– Porter Strategy, Miles and Snow Strategy. Contingency Effectiveness approaches, an integrated effectiveness model | | |  | |
|  | **Week 4** | Fundamentals of Organisational structure, Open system Design elements – Functional, divisional and various structure. | | |  | |
|  | **Week 5** | The environmental domains, inter Organisational relationships, Resource dependency theory- symbiotic and competitive interdependencies. | | |  | |
|  | **Week 6** | Organisational level manufacturing technology, Organisational level service technology – Technical complexity, the theory of Charles perrow, the theory of James D. Thompson, advanced manufacturing technology. | | |  | |
|  | **Week 7** | **Assessment (25 marks)(cycle Test)** | | | | |
|  | **Week 8** | Organisational Life Cycle – A population Ecology Model of Organisational Birth, the institutional theory of Organisational growth. | | |  | |
|  | **Week 9** | Greiner’s model of Organisational growth, Organisational decline and death. | | |  | |
|  | **Week 10** | Managing Dynamic process Organisational culture- Terminal and Instrumental values, Recognizing difference in Organisational cultures | | |  | |
|  | **Week 11** | Ethical values – factors influencing the development of Organisational ethics. contemporary trends in organization design | | |  | |
|  | Extra class is required to complete the Internal assessment | | | | | |
|  | **Week 12** | **End Semester Exam** | | | | |
| **COURSE ASSESSMENT METHODS** | | | | | | |
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| **Sl. No.** | **Mode of Assessment** | | **Week / Date** | **Remarks** | **% Weightage** | |
|  | Cycle Test | | **7th week** |  | 25% | |
| 2. | Assignment and presentation | | 9th and 10th week |  | 15% | |
| 3. | Quiz | | 10th week and at the time of Exam |  | 10% | |
| 4 | End Semester Exam | | 12th week |  | 50% | |
| **Note:**   1. Attending all the assessments (Assessment 1 & 2) is MANDATORY for every student. 2. If any student is not able to attend cycle test due to genuine reason, student is permitted to appear for retest. 3. Every student is expected to score minimum 40% (i.e., 40 marks) to pass the course. Otherwise the student would be declared fail and ‘F’ grade will be awarded. 4. Attendance is MANDATORY for every student (75 %) | | | | | | |
| **FOR APPROVAL** | | | | | |
| |  |  |  | | --- | --- | --- | |  |  |  | | **Course Faculty** | **Chairman (Class Committee)** | **HoD** | | | | | | |