

**OSTİM TECHNICAL UNIVERSITY  
FACULTY OF ECONOMICS AND ADMINISTRATIVE SCIENCES  
MANAGEMENT INFORMATION SYSTEMS DEPARTMENT  
COURSE SYLLABUS FORM**

<b>MIS 463 Organizational Theory</b>							
<b>Course Name</b>	<b>Course Code</b>	<b>Period</b>	<b>Hours</b>	<b>Application</b>	<b>Laboratory</b>	<b>Credit</b>	<b>ECTS</b>
Organizational Theory	MIS 463	6	3	0	0	3	3

<b>Language of Instruction</b>	English
<b>Course Status</b>	Elective
<b>Course Level</b>	Bachelor
<b>Learning and Teaching Techniques of the Course</b>	Lecture, Question-Answer, Problem Solving, Teamwork, Case study

<b>Course Objective</b>
This course aims to provide students with the opportunity to develop their knowledge and analytical skills so that they can understand and explain business organizations and management from a macro-organization perspective.

<b>Learning Outcomes</b>
<p>Students who are successful in this course;</p> <ol style="list-style-type: none"> <li>1. Will be able to define organizational theories representing different organizational paradigms.</li> <li>2. They will be able to compare organizational theories in terms of their assumptions, basic theses and focuses.</li> <li>3. They will be able to discuss the interactions between different organizational dimensions from an analytical point of view.</li> <li>4. Will be able to use organizational theories integrating to explain organizational and managerial issues at national and international level.</li> <li>5. They will be able to develop a critical perspective on the existing knowledge on organizations and the practices of organizations in terms of their effects on individuals, social and natural environment.</li> </ol>

### Course Outline

In this course, organizations and organizational theory, strategy, organizational design and effectiveness, the foundations of organizational structure, the external environment of the organization, inter-organizational relations, organizational conflict, power and politics, current developments in organizational design are studied. Within the scope of the course, all approaches developed to understand organizations are evaluated. In the course, the basic discourses of all organizational theories are examined in order to compare them with each other. In this sense, first the development of organizational theories, then early studies (bureaucracy theory, scientific management, managerial process and human relations approaches) and structural condition dependence, resource dependence, transaction cost, organizational ecology, institutional, critical and postmodern theories are discussed.

### Weekly Topics and Related Preparation Studies

Weeks	Topics	Preparation Studies
1	An Overview of Organization Theory: A Comparative Analysis	–The Birth and Development of the Field of Organization Theory
2	Early Management in Management: Classical and Neoclassical Approaches	–Scientific Management Approach –Management Process Approach –Bureaucracy Approach
3	Early Management in Management: Classical and Neoclassical Approaches	–Human Relations approach – McGregor XY theory – Double Factor Theory – Likert System
4	The Birth and Development of the Field of Organizational Studies	– Emergence of Organizational Research – Deficiency in the Development Process of Organizational Research – Emergence of New Approaches – Recent Developments in Organizational Research Today
5	General Systems Theory and Organization Studies	–System Concept –Systems Thinking –Theories for Systems Thinking –(Boulding and System Complexity Hierarchy, Miller and General Living Systems Theory, Beer and Applicable System Model and others) –General Systems Theory –System Approach in Organizational Studies

6	The Place of Structural Contingency Theory in the Context of Organizational Environmental Theories	<ul style="list-style-type: none"> <li>– Contingency Theory</li> <li>– Elements of Contingency and Fundamental Studies of Theory</li> <li>– Criticisms of Contingency Theory</li> </ul>
7	Transaction Cost Theory	<ul style="list-style-type: none"> <li>–Basic Discussion of Transaction Cost Theory and Assumptions</li> <li>–Applications of Transaction Cost Theory</li> </ul>
8	<b>MIDTERM EXAM</b>	
9	Agency Theory	<ul style="list-style-type: none"> <li>– Evaluation of Success and Its Goals</li> <li>– Process of Evaluation of Success</li> <li>– Conditions of Evaluation of Success</li> <li>– Errors of Evaluation</li> <li>– Methods of Evaluation of Success</li> </ul>
10	Resource Dependency Theory	<ul style="list-style-type: none"> <li>–Overview of Resource Dependency</li> <li>–Fundamental Components of Theory</li> <li>–Criticisms of Theory</li> </ul>
11	Organizational Ecology	<ul style="list-style-type: none"> <li>–The Process of Diversification, Selection and Retention</li> <li>–Level of Analysis of Organizational Ecology Theory</li> <li>–Resource Division Theory</li> <li>–Modeling of Vital Processes</li> </ul>
12	Theoretical Rule	<ul style="list-style-type: none"> <li>–Emergence and Development of Theory</li> <li>–Theoretical elements and Dynamics</li> </ul>
13	Organizational Networks	<ul style="list-style-type: none"> <li>–Social Capital</li> <li>–Centrality, ties and structural gaps in network mechanisms</li> </ul>
14-15	Theories of Chaos and Complexity in Organizational Studies	<ul style="list-style-type: none"> <li>–Complexity Theory</li> <li>–Chaos Theory</li> </ul>
16	<b>FINAL EXAM</b>	

**Textbook(s)/References/Materials:**

**Textbook:** Hatch, Mary Jo. 2013. Organization Theory: Modern, Symbolic, and Postmodern Perspectives. Oxford: Oxford University Press.

Jaffe, David. 2010. Organization Theory: Tension and Change. New York: McGraw-Hill.

Luhman, John T., ve Cunliffe, Ann L. 2013. Key Concepts in Organization Theory. London: Sage  
 McAuley, John, Duberley, Joanne, ve Johnson, Phil. 2007. Organization Theory. Challenges and Perspectives. Essex: Pearson (ISBN: 978-0-273-72443-8)

W. R. Scott ve G. F. Davis. 2016. Organizations and Organizing: Rational, Natural and Open Systems. Upper

Saddle River, NJ: Pearson (ISBN: 978-0-131-95893-7)

**Supplementary References:** Örgüt Kuramları beta yayınevi H. Cenk Sözen, Örgüt Kuramları A. Selami Sargut- Şükrü Özen

**Other Materials:** Lecture Notes, Related websites, slides

Assessment			
Studies	Number	Contribution margin (%)	
Attendance			
Lab			
Class participation and performance			
Field Study			
Course-Specific Internship (if any)			
Quizzes / Studio / Critical			
Homework			
Presentation			
Projects			
Report			
Seminar			
<b>Midterm Exam/Midterm Jury</b>	<b>1</b>	<b>40</b>	
<b>General Exam / Final Jury</b>	<b>1</b>	<b>60</b>	
<b>Total</b>		<b>100</b>	
<b>Success Grade Contribution of Semester Studies</b>		<b>50</b>	
<b>Success Grade Contribution of End of Term</b>		<b>50</b>	
<b>Total</b>		<b>100</b>	
ECTS / Workload Table			
Activities	Number	Duration (Hours)	Total Workload
<b>Course hours (Including the exam week): 16 x total course hours)</b>	14	3	42
Laboratory			
Application			
Course-Specific Internship (if any)			
Field Study			
<b>Study Time Out of Class</b>	14	1	14
Presentation / Seminar Preparation			
Projects			
Reports			
Homework			
Quizzes / Studio Review			
Preparation Time for Midterm Exams / Midterm Jury	1	14	14
Preparation Period for the Final Exam / General Jury	1	30	30
<b>Total Workload</b>		<b>(90/30 = 3)</b>	<b>90</b>

<b>Course' Contribution Level to Learning Outcomes</b>						
<b>Nu</b>	<b>Learning Outcomes</b>	<b>Contribution Level</b>				
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>LO1</b>	Will be able to define organizational theories representing different organizational paradigms.					X
<b>LO2</b>	They will be able to compare organizational theories in terms of their assumptions, basic theses and focuses.					X
<b>LO3</b>	They will be able to discuss the interactions between different organizational dimensions from an analytical point of view.					X
<b>LO4</b>	Will be able to use organizational theories integrating to explain organizational and managerial issues at national and international level.					X
<b>LO5</b>	They will be able to develop a critical perspective on the existing knowledge on organizations and the practices of organizations in terms of their effects on individuals, social and natural environment.					X
<b>LO6</b>	Will be able to define organizational theories representing different organizational paradigms.					X

<b>Relationship Between Course Learning Outcomes and Program Competencies (Department of Management Information Systems)</b>								
<b>Nu</b>	<b>Program Competencies</b>	<b>Learning Outcomes</b>						<b>Total Effect (1-5)</b>
		<b>LO1</b>	<b>LO2</b>	<b>LO3</b>	<b>LO4</b>	<b>LO5</b>	<b>LO6</b>	
<b>1</b>	Recognize and distinguish the basic concepts such as data, information, and knowledge in the field of Management Information Systems and know the processes to be followed for data acquisition, storage, updating, and security.	X	X			X	X	<b>4</b>
<b>2</b>	Develop and manage databases suitable for collecting, storing, and updating data.		X	X				<b>3</b>
<b>3</b>	As a result of his/her ability to think algorithmically, and easily find solutions to problems concerning basic business functions.	X	X	X	X	X	X	<b>5</b>
<b>4</b>	Learn programming logic, and have information about current programming languages.							
<b>5</b>	Be able to use up-to-date programming languages.							
<b>6</b>	Be able to take part in teamwork or lead a team using knowledge of project management processes.	X	X	X	X	X	X	<b>5</b>
<b>7</b>	Know ethical and legal rules, and use professional field knowledge within the scope of ethical and legal rules.		X	X	X		X	<b>4</b>
<b>8</b>	Know the fundamental areas of business administration namely management and organization, production, finance, marketing, numerical methods, accounting, etc., and have the knowledge and skills to work in-depth in at least one of them.	X	X	X	X	X	X	<b>5</b>
<b>9</b>	Be able to solve the problems encountered in the field of internet programming by designing web applications.							
<b>10</b>	Develop and manage logistics and supply chain management activities							
<b>11</b>	Adapt his/her theoretical knowledge and the experience he/she will gain through practice at the departments of businesses such as information technologies, R&D, and management to real life.			X	X	X		<b>5</b>
<b>12</b>	Be able to develop strategies that will provide a competitive advantage with	X	X	X		X	X	<b>5</b>

	his/her advanced knowledge of management strategies and management functions.							
13	Develop a business idea, commercialize the business idea, and design and manage his/her venture using entrepreneurial knowledge.							
14	By using English effectively, they can follow, read, write, speak and communicate universal information in the field of management information systems in a foreign language with professional competence.							
<b>Total Effect</b>								<b>36</b>

### Policies and Procedures

**Web page:** <https://www.ostimteknik.edu.tr/management-information-systems-english-1241/915>

**Exams:** The exams aim at assessing various dimensions of learning: knowledge of concepts and theories and the ability to apply this knowledge to real-world phenomena, through analyzing the situation, distinguishing problems, and suggesting solutions. The written exams can be of two types, ie. open-ended questions, which can also be in the form of problems or multiple-choice questions.

**Assignments:** Quizzes and Homework (Assignments) might be applicable. Scientific Research Ethics Rules are very important while preparing assignments. The students should be careful about citing any material used from outside sources and reference them appropriately.

**Missed exams:** Any student missing an exam needs to bring an official medical report to be able to take a make-up exam.

**Projects:** A group project with teamwork is welcome.

**Attendance:** Attendance requirements are announced at the beginning of the term. Students are usually expected to attend at least 70% of the classes during each term.

**Objections:** If the student observes a material error in his/her grade, he/she has the right to place an objection to the Faculty or the Department. The claim is examined and the student is notified about its outcome.