

# **BM 42403: ORGANIZATIONAL THEORY**

*COURSE: Tues. & Thurs. 10:00-11:15 Bob Evans Farms Hall 115,  
PROFESSOR: Wesley Thoene • wthoene@rio.edu • Home: (740)992-7616 • Office: (740)245-7347  
OFFICE HOURS: Mon. & Wed. 1:30-4:00 • <http://faculty.rio.edu/wthoene>*

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## **Course Description:**

Basic concepts of organizational theory as it applies to: 1) an open system view of organizations; 2) organizational structure and design; 3) structural influences on organizational processes; 4) managing dynamic processes within the organization; and 5) integrating the total system.

## **Course Objectives:**

To teach students about the different models of organizations, including classical theories through contemporary structures. In addition, we will be covering the impact of strategy, technology, contingencies, and conflict on organizational structure and form.

## **Communication Strategies:**

Please feel free to contact me if you have any questions about the course, assignments, etc. The best way to reach me, though, is through my email, [wthoene@rio.edu](mailto:wthoene@rio.edu).

## **Required Materials:**

Daft, Richard L., 2003. *Organizational Theory*, 8<sup>th</sup> ed., Southwestern,

Other journal articles may be assigned; however, they will be distributed in class.

## **Late Work Policy:**

- Early assignments are accepted; exams must be taken on the exam date. Late assignments are NOT accepted.
- I take attendance at each class; if you miss class it is your responsibility to get the notes and information from classmates.
- The only exception to these rules is in the case of a personal emergency documented by a third party. It is your responsibility to obtain and to provide me with that written documentation.

## **Academic Misconduct Policy:**

There is a “zero-tolerance” policy for cheating. Students found engaging in academic dishonesty will receive an F on the project and will be referred to the University for further disciplinary action.

## **Disability Policy:**

If a student wishes to be identified as having a physical, mental, or learning disability, that may or may not require reasonable accommodation(s), he/she must register with the Office of Accessibility. These registered students should identify themselves to their instructors and provide a written statement from the Accessibility Office that indicates the appropriate accommodations. The process of a student self-proclaiming the need for accommodation should occur as early in the semester as possible. The Office of Accessibility phone is 245-7339 and is located in Rhodes Hall room 116.

## **Grading Scale**

A= 90-100%  
B= 80-89%  
C= 70-79%  
D= 60-69%  
F= 0-59%

**Course Assignments and Grades:**

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<i>Percentage</i>	<i>Assignment</i>
10%	Participation
25%	Cases
30%	Midterm Exam
35%	Final Exam

**Participation**

Participation will be measured through both attendance, the quality of comments students make in the classroom, and completion of homework. Students are advised to read the assigned chapters before coming to class in order to be prepared for classroom discussion. If students miss a day of class, notes are available on my Rio website, <http://faculty.rio.edu/wthoene> .

**Cases**

Over the course of the semester, two cases will be assigned. These cases will integrate information learned in the course with actual business examples. Students will complete cases in groups of 3-4 people and will be asked to submit no more than a 5 page (single-spaced) analysis on the assigned case. These case assignments will be announced in advance of the due dates.

**Examinations**

The course midterm examination is tentatively scheduled for October 16. The final exam will be announced later. Both exams will be multiple-choice in structure and each will contain thirty-three questions.

The following is a tentative schedule for the course. Please note that these dates are subject to change, and that such changes will be announced in class.

DATE	CLASS	TOPIC	CLASS
Aug 26	#1	Introduction & Syllabus	• Introductions
Aug 28	#2	Organizational Theory	• Chapter 1
Sept 2	#3	Organizational Theory	• Chapter 1
Sept 4	#4	Strategy, Design, and Effectiveness	• Chapter 2
Sept 9	#5	Strategy, Design, and Effectiveness	• Chapter 2
Sept 11	#6	Organizational Structure	• Chapter 3
Sept 16	#7	Organizational Structure	• Chapter 3
Sept 18	#8	The External Environment	• Chapter 4
Sept 23	#9	The External Environment	• Chapter 4
Sept 25	#10	Interorganizational Relationships	• Chapter 5
Sept 30	#11	Interorganizational Relationships	• Chapter 5
Oct 2	#12	International Considerations	• Chapter 6
Oct 7	#13	International Considerations	• Chapter 6
Oct 9	#14	Manufacturing & Services	• Chapter 7
Oct 14	#15	Midterm Review	
Oct 16	#16	<b>MIDTERM EXAM</b>	
Oct 21	#17	IT and Control	• Chapter 8
Oct 23	#18	Organization Size, Life Cycle, and Decline	• Chapter 9
Oct 28	#19	Organization Size, Life Cycle, and Decline	• Chapter 9
Oct 30	#20	Culture & Ethics	• Chapter 10
Nov 4	#21	<b>NO CLASS- Advising Day</b>	
Nov 6	#22	Culture & Ethics	• Chapter 10
Nov 11	#23	Innovation & Change	• Chapter 11