

School of Business and Management Sciences / Business Administration (English)

2023 - 2024 Academic Year

ORGANIZATIONAL DESIGN

Syllabus

Course Description					
Name	Code	Semester	T+A Hour	Credit	ECTS
ORGANIZATIONAL DESIGN	BUS3271510	Spring Semester	3+0	3	5
Prerequisites Courses					
Recommended Elective Courses	Current Issues in Management				
Language of Instruction	English				
Course Level	First Cycle (Bachelor's Degree)				
Course Type	Elective				
Course Coordinator	Assoc.Prof. Elif BAYKAL				
Name of Lecturer(s)	Assoc.Prof. Elif BAYKAL				
Assistant(s)					
Aim	The aim of the course is to explain how organizations will be structured, their perspectives, principles and approaches. The course also aims to provide students with the knowledge and skills to develop organizational designs that will respond to changes in the environment.				
Course Content	This course contains; Introduction to Organization and Organizational Design,Introduction to Organization and Organizational Design,Organizational Design and Strategy ,Organizational Design and Strategy ,Fundamentals and Types of Organizational Design ,Organizational Design and Environment,Organizational Design and Information Technology,Organizational Design and Technology,Organizational Design and Innovation,Organizational Design and Innovation,Organization Design for International Environment,Organization Design for International Environment,Organization Design and Decision Making Processes,Current Discussions in Organizational Design,Current Discussions in Organizational Design.				
Course Learning Outcomes			Teaching Methods	Assessment Methods	
1 The student will be able to define basic concepts related with organization and organizational design.			10, 16, 9	A	
1.1 The student defines organization, explains its significance and identifies organization types.					
1.2 The student explains the effects of organizational design on performance and effectiveness.					
1.3 The student explains the dimensions of organizational design.					
2 The student will be able to discuss the relationship between organizational design, strategy and effectiveness.			10, 16, 9	A	
2.1 The student defines the interaction between strategical intent and strategy formulation with organizational design.					
2.2 The student describes the fit between organizational design and competitive strategies.					
2.3 The student explains the association between organization design and competitive strategies in terms of resource-based approach and stakeholder approach.					
3 The student will be able to discuss the types of organization design and their characteristics.			10, 16, 9	A	
3.1 The student discusses the characteristics of functional, divisional and geographical organizational design types.					
3.2 The student explains the matrix structure with its' advantages and disadvantages.					
3.3 The student discusses horizontal and hybrid structures compared to other organizational designs.					
4 The student will be able to discuss the organizational design in terms of environment and its' dimensions.			10, 16, 9	A	
4.1 The student analyses the dimensions of internal and external environment together with their influences on organizational design.					
4.2 The student discusses the environmental uncertainty and ways to adapt uncertainty .					
4.3 The student discusses the role of organizational design as an organizational response to uncertainty.					
5 The student will be able to analyze the effects of IT, organizational size and organizational culture on organizational design.			10, 16, 9	A	
5.1 The student discusses the IT impact on organization design.					
5.2 The student analyses the relationship between organizational size, organizational life cycle and organization design.					
5.3 The student explains the interaction between organization design and organizational culture.					
Teaching Methods	10: Discussion Method, 16: Question - Answer Technique, 9: Lecture Method				
Assessment Methods	A: Traditional Written Exam				
Lecture Schedule					
Sequence	Topics	Preliminary Preparation			
1	Introduction to Organization and Organizational Design				
2	Introduction to Organization and Organizational Design				
3	Organizational Design and Strategy				
4	Organizational Design and Strategy				
5	Fundamentals and Types of Organizational Design				
6	Organizational Design and Environment				
7	Organizational Design and Information Technology				
8	Organizational Design and Technology				
9	Organizational Design and Organizational Culture				
10	Organizational Design and Innovation				
11	Organization Design for International Environment				
12	Organization Design for International Environment				
13	Organization Design and Decision Making Processes				
13	Current Discussions in Organizational Design				
14	Current Discussions in Organizational Design				
Evaluation Methods		Weight(%)			
(Midterm Exam) Written Exam		100			
Midterm Exam		40			

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(General Exam) Written Exam	100
General Exam	60

Resources

Richard Daft . Organization Theory and Design . Cengage Learning..Siddiki, S., Heikkila, T., Weible, C. M., Pacheco□Vega, R., Carter, D., Curley, C., ... & Bennett, A. (2022). Institutional analysis with the institutional grammar. Policy Studies Journal, 50(2), 315-339.

Bocken, N. M., & Geradts, T. H. (2020). Barriers and drivers to sustainable business model innovation: Organization design and dynamic capabilities. Long range planning, 53(4), 101950.

Fu, Q., Abdul Rahman, A. A., Jiang, H., Abbas, J., & Comite, U. (2022). Sustainable supply chain and business performance: The impact of strategy, network design, information systems, and organizational structure. Sustainability, 14(3), 1080.