

Course unit Descriptor	Faculty of Economics Subotica	 UNIVERZITET U NOVOM SADU UNIVERSITY OF NOVI SAD
		

GENERAL INFORMATION	
Study program in which the course unit is offered	Economics
Course unit title	Organisational Design
Course unit code	OE-344
Type of course unit ¹	Compulsory
Level of course unit ²	First
Semester when the course unit is offered	6th
Year of study (if applicable)	third
Number of ECTS allocated	6
Name of lecturer/lecturers	Full professor Agneš Slavić, Research Professor Dimitrije Gašić
Mode of course unit delivery ³	Face-to-face
Course unit pre-requisites (if any)	None
PURPOSE AND OVERVIEW (max 5-10 sentences)	
<p>For managers understanding the organizations' design is a part of their crucial knowledge. The fundamental purpose of this course is to provide a theoretical and practical basis on organizational diagnosis and design methods. It presents the basics and the application of few but leading concepts of design, such as, the Contingency approach, The Life cycle assessment by Adizes, etc. Besides, it provides an introduction to software supported organizational design consultant work, too.</p>	
LEARNING OUTCOMES (knowledge and skills)	
<p>Students will get knowledge, qualification in resolving organizational problems, primarily in terms of designing new or reorganizing and adapting existing organizational architectures to new business conditions and challenges and setting up flexible organizations and modern organizational structures.</p> <p>After completing the course, beside others, students will be able to:</p> <ul style="list-style-type: none"> - understand the classical and behavioral approach to organizational design, - differentiate the basic parameters of organizational design, - identify the internal and external factors of organizational design, - recognize the basic functions of an organization, 	

¹ Compulsory, optional

² First, second or third cycle (Bachelor, Master's, Doctoral)

³ Face-to-face, distance learning, etc.

- understand the advantages and disadvantages of typical organizational structures,
- implement the contingency-based approach in organizational design,
- understand the various types of the design of multinational companies
- test their knowledge on real organizational examples using OrgCon software.

SYLLABUS (outline and summary of topics)

Theory

- Organizational Design – Introduction
- Methods for Organizational diagnosis and Design
- The process of organizational design
- The parameters and factors of organizational design
- Design fit solutions
- Case study examples

Practice

- Contingency – situation analyses,
- Features of healthy organizations
- Contingency and Design parameters fit
- Software for organizational diagnosis and design – OrgCon case studies
- Students case study,
- Simulation games- Case studies

LEARNING AND TEACHING (planned learning activities and teaching methods)

Interactive lectures, discussions, case studies, role plays, teamwork assignments

REQUIRED READING

1. Richard Burton, Borge Obel (2013). Strategic Organizational Diagnosis and Design. New York: Springer.
2. Burton, R.M., DeSanctis, G., Obel, B. (2006). Organizational Design, Step by Step Approach. Cambridge: Cambridge University Press.
3. Galbraith, Jay R. (2014). Designing Organizations. San Francisco: Jossey Bass - A Willey Brand.

ASSESSMENT METHODS AND CRITERIA

Preliminary exams, practical work, active class participation, final oral exam

Pre-exam obligations	points	Final exam	points
Active class participation	5	Oral exam	30
Practical work	10		
Preliminary exam(s)	55		

LANGUAGE OF INSTRUCTION

Serbian, English or Hungarian