Future Academy
Higher Future Institute for Specialized Technological Studies

Course Specification

1- Course information:

Course Code:	325
Course Title:	Organization Theory
Year/level	3rd level
Academic Programs	Bachelor of Business administration (English)
Contact hours/ week	Theoretical 3 hrs / Tutorial 2 hrs = Total 4 hrs

2- Course aims:

This course offers a comprehensive understanding of organizational theory, focusing on fundamental concepts, historical development, and contemporary challenges. It develops critical thinking skills, practical application, and prepares students for leadership roles. It equips students with knowledge and tools to analyze and manage complex organizations in today's business environment.

3- Intended learning outcomes of the course (ILOs):

a- Knowledge and understanding:

On successful completion of this course, the student should be able to:
a 1- Understand the core concepts of organizational theory and its significance.
a2- Realize the historical development and evolution of organizational theories.
a3- Recognize the contemporary challenges that organizations face in the current business environment.
a4- Comprehend insights into different leadership styles, power dynamics, and the politics within organizations.
a 5- Learn how factors influence organizational structure, culture, strategy, and performance.

b- Intellectual skills:

On completing this course, the student should be able to:
b1- Analyze the ability to apply organizational theories to real-world scenarios and case studies.
b2- Apply problem-solving abilities through practical exercises and real-life case analyses.
b3- Interpret analytical skills to assess and interpret organizational structures and cultures.
b4 - Apply reflective thinking to evaluate leadership styles and their impact on organizations.

b5 - Interpret critical thinking skills to analyze complex organizational issues.

c- Professional and practical skills:

At the end of this course, the student will be able to:
c1- Use leadership roles by understanding various leadership styles and their implications.
c2- Perform effective communication skills for engaging and influencing teams within organizations.
c3- Select collaboration skills necessary for working in diverse organizational teams.
c4- Classify strategies for effectively managing change within organizations.

d- General and transferable skills:

On successful completion of this course, the student should be able to:

d1- Handle interpersonal skills for effective networking and relationship-building in organizations.
d2- Demonstrate an understanding of ethics in leadership and decision-making processes.
d3- Develop adaptability to navigate changes and challenges in dynamic organizational settings.
d4- Use time management skills to prioritize tasks effectively within organizational contexts.

4- Course contents

Topics/units	Number of hours		ILO's
	Lecture hours	Practical hours	
Introduction to Organization Theory	3hrs	2hrs	a1
Fundamental Concepts of Organization Theory	3hrs	2hrs	a1,b1,c1
Classical Organizational Theory	3hrs	2hrs	a2,b2
Modern Organizational Theory	3hrs	2hrs	a2,b2,b4
Determinants of Organizational structure	3hrs	2hrs	a5,b3
Stages of Organizational Development	3hrs	2hrs	a2,c4
Skills of designing Organizational Structure	3hrs	2hrs	a4,b2,c1
Organizational Culture and Climate	3hrs	2hrs	a4,a5,b3,d1
Integrated Processes in Organizational Performance	3hrs	2hrs	a5,b2,c2
Organizational Power and Politics	3hrs	2hrs	a4,b4,d1
Development system of Organizational Growth	3hrs	2hrs	a3,b5,c3
Organizational Ethics	3hrs	2hrs	a3,b3,c4,d1
The Role of Wireless Communication in Organizations	3hrs	2hrs	a3,c2,d1

5- Teaching and learning methods

Methods	IIOs																	
	a1	a2	a3	a4	a5	b1	b2	b3	b4	b5	c1	c2	c3	c4	d1	d2	d3	d4
Lectures	√	√	√				√					√						

Practical sections/Tutorials				√				√								√
Self-learning					√					√	√					
Assays and reviews			√											√		
Discussion groups							√				√					
Problem-solving																√
E-learning																

6- **Teaching and learning methods for Low-achieving students**

- Extra teaching hours for those who need help
- More quizzes to assess their ability for understanding the course
- Encourage the team work for those students with other advanced ones to increase their participation and understanding

7- **Student assessment**

Assessment method	Time	Grade weight (%)	Week	ILOs
Course Work (Tutorial Exercise and Assignments)		10	Every week	a1, a2,b1, b2, b3, c1,d1, d2
Quiz 1	1	10	Week#4	a1, a2,b1, b2, b3
Mid-term exam	1	20	Week#7	a1, a2,b1, b2, b3
Quiz 2	1	10	Week#11	a1, a2,b1, b2, b3
Final Written exam	2	50	----	a1,a2, b1, b2, b3

8- List of references

8.1. Student notebooks:

Lectures

8.2. Essential textbooks:

Cappellaro, G., & Compagni, A. (2023). *Ambiguity in organization theory: From intrinsic to strategic* perspectives (Elements in organization theory). Cambridge University Press.

8.3. Recommended textbooks:

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8.4. Journals, Periodical and Reports …….etc.

International Journal of Theory of Organization and Practice" (*IJTOP*)

8.5. Websites

https://journals.gaftim.com/index.php/ijtop/

Course Coordinator: Dr. Aya Assem

Head of department: Associate professor Dr. Mohamed Elbaz
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