


Organizational Behaviour (ORGB) 326

Organization Theory (Revision 10)

Status: Replaced with new revision, see the [course listing](#) [↗](#) for the current revision 

Delivery mode: [Individualized study online](#) [↗](#) with [eText](#) [↗](#)

Credits: 3

Area of study: Applied Studies (Business and Administrative Studies)

Prerequisites: None. **ADMN 232** is recommended but not required.

Precluded: None

Challenge: ORGB 326 has a challenge for credit option.

Faculty: [Faculty of Business](#) [↗](#)

Notes: Students registering in grouped study mode are advised that there may be some differences in the evaluation and course materials information indicated below. To obtain the most up-to-date information, contact the Faculty of Business Student Support Centre at 1-800-468-6531.

Overview

Organizational analysis examines the behavioural and structural aspects of organizations. Although both levels of analysis are needed to understand organizations, the field is usually divided into two specific areas of study: organizational behaviour and organization theory. The former comprises the interpersonal (micro) aspects of organizations, while the latter includes the structural (macro) aspects.

This course focuses primarily on the structural aspects of organizations, though it also reflects on the relationship between structure and behaviour. If you are interested in learning more about the behavioural aspects of organizations, you are encouraged to take *ORGB 364: Organizational Behaviour*. In this course, you will learn about the ways in which managers seek to promote organizational effectiveness through internal structures and processes. To do that, you will analyze

- how organizations are structured within the context of their larger social, political, and economic environments;
- why systems of control and coordination vary across organizations and change over time; and
- how organizational theory can contribute towards improving the design and management of organizations.

Outline

- Lesson 1: Organizations and Theory
- Lesson 2: Strategy and Structure
- Lesson 3: The External Environment
- Lesson 4: Interorganizational Relationships
- Lesson 5: Designing Organizations for an International Environment
- Lesson 6: Designs for Societal Impact
- Lesson 7: Designs for Manufacturing and Service Technologies
- Lesson 8: Designs for Digital Organizations and Big Data Analytics
- Lesson 9: Organizational Size, Life Cycle, and Decline
- Lesson 10: Organizational Culture and Control
- Lesson 11: Innovation and Change

- Lesson 12: Decision-Making Processes
- Lesson 13: Conflict, Power, and Politics

Evaluation

Credit activities for *ORGB 326* consist of 13 quizzes and three assignments. Your final grade is determined by a weighted average of the grades you receive on these activities. To **receive credit** [↗](#) for this course, you must achieve an average grade of at least **D (50 percent or better)** [📄](#) on the three assignments and an overall composite grade of at least D (50 percent). The following chart summarizes the evaluation activities:

Activity	Weight	Complete by
Quizzes 1–13	39% (3% each)	After each lesson
Assignment 1	21%	After Lesson 4
Assignment 2	20%	After Lesson 8
Assignment 3	20%	After Lesson 13
Total	100%	

To learn more about assignments and examinations, please refer to Athabasca University's **online Calendar** [↗](#).

Materials

Daft, R. L. (2021). *Organization theory and design* (13th ed.). Cengage learning.

ISBN: 978-0-357-44514-3  (eText)

eText

Registration in this course includes an electronic textbook. For more information on **electronic textbooks** [↗](#), please refer to our **eText Initiative site** [↗](#).

Other Materials

Students will access all course materials online.

Challenge for credit

Overview

The challenge for credit process allows you to demonstrate that you have acquired a command of the general subject matter, knowledge, intellectual and/or other skills that would normally be found in a university-level course.

Full information about [challenge for credit](#) can be found in the Undergraduate Calendar.

Evaluation

To [receive credit](#) for the ORGB 326 challenge registration, you must submit three assignments and achieve receive an average grade of **D (50 percent)** or better on the assignments.

- Assignment 1
- Assignment 2
- Assignment 3

 [Challenge for credit course registration form](#)

Important links

- › [Academic advising](#)
- › [Program planning](#)
- › [Request assistance](#)
- › [Support services](#)

Athabasca University reserves the right to amend course outlines occasionally and without notice. Courses offered by other delivery methods may vary from their individualized study counterparts.

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View **previous revision** 
