

**NATIONAL UNIVERSITY OF LIFE AND ENVIRONMENTAL  
SCIENCES OF UKRAINE**

Department of Management named after Prof. J. S. Zavadskyi



**“ CONFIRMED ”**

Dean of the Faculty of Agrarian  
management

Anatolii OSTAPCHUK

«30» August 2024

**“APPROVED”**

at the meeting of Department of  
Management named after Prof.  
J. S. Zavadskyi

Minutes № 2 dated «28» August 2024

Head of Department

Tetiana BALANOVSKA

**“REVIEWED”**

Program Coordinator

Vira BUTENKO

**PROGRAM OF THE COURSE  
«THEORY OF ORGANIZATION»**

Field of Study	07 Management and administration
Speciality	073 Management
Academic programme	“Management”
Faculty	Agricultural Management
Lecturers:	Olga Timchenko, PhD in Economics, Associate Professor, Associate Professor of the Department of Management named after Professor J. S. Zavadskyi;

### Description of the Course «Theory of organization»

<b>Academic Degree, Field of Study, Specialty, Academic Program</b>		
Academic Degree	Bachelor	
Field of Study	07 Management and administration	
Specialty	073 Management	
Academic Program	Management	
<b>Characteristics of the discipline</b>		
Type	Core	
Total number of hours	120	
Number of credits ECTS	4	
Number of modules	2	
Term paper/Project paper	-	
Form of assessment	exam	
<b>Indicators of the course for full-time and part-time forms of study</b>		
	Full-time	Part-time
Year of study	1	-
Semester	2	-
Lectures classes	<i>30 hrs.</i>	-
Seminars	<i>30 hrs.</i>	-
Laboratory classes	-	-
Self-study	<i>60 hrs.</i>	-
Hours per week (full-time program)	<i>4 hrs.</i>	

## **1. Purpose, tasks competencies and program outcomes of the course** **«Theory of organization»**

The **purpose** of the course is the formation of future specialists of the modern managerial worldview on creation, the functioning and development of organizations, understanding the conceptual foundations of the organization cycle, organizational structure types and approaches to evaluation efficiency of organizations.

The **tasks** of the course is to master the theoretical knowledge and practical skills of scientific organization, the processes of formation and development of organizations of different levels; to development of a systematic approach and systematic thinking and analysis of organizations as a complex dynamic system in order to use the acquired knowledge in their practice.

### **Acquisition of competencies:**

*Integrative competency (IC):* The ability to solve complex specialized tasks and practical problems, which are characterized by complexity and uncertainty of conditions, in the field of management or in the learning process, which involves the application of theories and methods of social and behavioral sciences.

#### *General competencies (GC):*

GC 5. Knowledge and understanding of the subject area and understanding professional activity.

GC 9. Ability to learn and master modern knowledge.

#### *Special (professional, subject) competences (SC):*

SC 1. The ability to define and describe the characteristics of the organization.

SC 2. The ability to analyze the results of the organization's activities, to compare them with the factors of influence of the external and internal environment.

SC 4. Ability to define functional areas of the organization and connections between them.

SC 5. Ability to manage the organization and its divisions through the implementation of management functions.

#### *Program learning outcomes (PLO):*

PLO 3. Demonstrate the knowledge of theories, methods and functions of management, modern concepts of leadership.

PLO 5. Provide a description of the content of the functional areas of the organization.

PLO 7. Identify organizational design skills.

## 2. Programme and structure of the course «Theory of organization»

Modules and topics	Number of hours												
	full-time							part-time					
	weeks	total	including					total	including				
			l	p	lab	ind	s.st		l	p	lab	ind	s.st
1	2	3	4	5	6	7	8	9	10	11	12	13	14
<b>Module 1.</b>													
<b>Topic 1.</b> General characteristics of the organization	1-2	16	4	4		8							
<b>Topic 2.</b> The theory of organization and its place in the system of scientific knowledge	3	10	2	2		6							
<b>Topic 3.</b> Basic organizational theories and models	4	10	2	2		6							
<b>Topic 4.</b> Organization as a system	5-6	14	4	4		6							
<b>Topic 5.</b> The human factor in organizations. Self-organization	7	10	2	2		6							
Total for semantic module 1		60	14	14		32							
<b>Module 2.</b>													
<b>Topic 6.</b> Organizational design	8-9	14	4	4		6							
<b>Topic 7.</b> Formation of communications in the organization	10-11	14	4	4		6							
<b>Topic 8.</b> Conflicts in organization	12	10	2	2		6							
<b>Topic 9.</b> Organizational culture	13-14	12	4	4		4							
<b>Topic 10.</b> Management efficiency	15	10	2	2		6							
Total for semantic module 2		60	16	16		28							
<b>Total hours</b>		120	30	30		60							

### 3. Topics of seminar (practical, laboratory) classes

№	Topic title	Hours
1	General characteristics of the organization	4
2	The theory of organization and its place in the system of scientific knowledge	2
3	Basic organizational theories and models	2
4	Organization as a system	4
5	The human factor in organizations. Self-organization	2
6	Organizational design	4
7	Formation of communications in the organization	4
8	Conflicts in organization	2
9	Organizational culture	4
10	Management efficiency	2
	Total hours	30

### 4. Self-study work topics

№	Topic title	Hours
1	General characteristics of the organization	8
2	The theory of organization and its place in the system of scientific knowledge	6
3	Basic organizational theories and models	6
4	Organization as a system	6
5	The human factor in organizations. Self-organization	6
6	Organizational design	6
7	Formation of communications in the organization	6
8	Conflicts in organization	6
9	Organizational culture	4
10	Management efficiency	6
	Total hours	60

### 5. Diagnostic tools for learning outcomes:

- exam;
- unit tests;
- defense of the practical works;

### 6. Methods of teaching:

- verbal method (lecture, discussion, interview, etc.);
- practical method (practical exercises);
- visual method (method of illustrations, method of demonstrations);
- work with educational and methodological literature ((notes, theses, annotations, reviews);
- video device (remote, multimedia, web-oriented, etc.);
- independent work (performing tasks);

## 7. Assessment methods:

- exam;
- oral, written survey;
- unit testing;
- essays;
- defense of the practical works;
- presentations and speeches at scientific events.

## 8. Distribution of grades received by students

The assessment of students' knowledge and skills is conducted by means of a 100-point scale and is converted into national grades according to Table 1 of the current *Exam and Credit Regulations at NULES of Ukraine*.

Student's rating, points	National grading of exams and credits	
	exams	credits
90-100	excellent	pass
74-89	good	
60-73	satisfactory	
0-59	unsatisfactory	fail

In order to determine the rating of a student (listener) in the discipline  $R_{dis}$  (up to 100 points), the rating from the exam  $R_{ex}$  (up to 30 points) is added to the rating of a student's academic work  $R_{aw}$  (up to 70 points):  $R_{dis} = R_{aw} + R_{ex}$ .

## 9. Educational and methodological support

1. eLearning course, located on the academic portal. URL: <https://elearn.nubip.edu.ua/course/view.php?id=2627>
2. Lectures and presentations. URL: <https://elearn.nubip.edu.ua/course/view.php?id=2627>
3. Guidelines for studying a discipline by full-time and part-time students. URL: <https://elearn.nubip.edu.ua/course/view.php?id=2627>

## 10. Recommended sources of information

1. Монастирський Г. Л. Теорія організації: підручник. 2-е видання, доповнене й перероблене. Тернопіль: ЗУНУ, 2020. 329 с.
2. Балановська Т. І., Гоголюя О. П., Кубіцький С. О., Михайліченко М. В., Троян А. В. Управління організацією: навчальний посібник. Київ: ФОП Ямчинський О.В., 2021. 464 с.
3. Свидрук І. І., Миронов Ю. Б., Кундицький О. О. Теорія організацій: навчальний посібник. Львів: Новий світ-2000, 2021. 176 с.
4. Теорія управління: навчальний посібник / І. А. Грузіна, І. О. Кінас, І. М. Перерва та ін. Харків : ХНЕУ ім. С. Кузнеця, 2021. 138 с. URL: <http://repository.hneu.edu.ua/handle/123456789/27798>
5. Pravdiuk N., Bondarenko V., Pokynchereda V., Timchenko O. Quality of Financial Reporting of the Enterprise: Evaluation Methodology. European Journal of Sustainable Development. 2021. № 10 (2). P. 113-126.
6. Гоголюя О. П., Харченко Г. А. Практикум з менеджменту: навчальний посібник для здобувачів першого (бакалаврського) рівня вищої освіти спеціальностей 073 «Менеджмент» та 075 «Маркетинг». Київ: ЦП «КОМПРИНТ». 2022. 428 с.
7. Русецька О. В., Трофимова Л. А., Песоцька О. В. Теорія організації: підруч. URL: [http://stud.com.ua/65516/menedzhment/teoriya\\_organizatsiyi](http://stud.com.ua/65516/menedzhment/teoriya_organizatsiyi)
8. John Maxwell The 21 Irrefutable Laws of Leadership: Follow Them and People Will Follow You. 2022. 338 p.
9. John Maxwell The 21 Irrefutable Laws of Leadership: Follow Them and People Will Follow You. 2022. 338 p.
10. Поліщук С. В., Горбатюк О. В. Теорія організації: навчально-методичний посібник. За заг. ред. С.В. Поліщук. Кам'янець-Подільський: Кам'янець-Подільський національний університет імені Івана Огієнка, 2023. 147 с. URL: <http://elar.kpnu.edu.ua/xmlui/handle/123456789/7544>
11. Харченко Г. А., Гоголюя О. П., Харченко В. В. Теорія організацій: навчальний посібник для здобувачів першого (бакалаврського) рівня вищої освіти спеціальностей 073 «Менеджмент». Київ: ЦП «КОМПРИНТ», 2023. 456 с.
12. Електронний навчальний курс навчальної дисципліни «Теорія організацій» (на навчальному порталі НУБіП України eLearn - <https://elearn.nubip.edu.ua/course/view.php?id=2627>)
13. Liudmyla Shostak, Vasyl Goi, Olga Timchenko, Lesya Yastrubetska, Marta Derhaliuk. The impact of digital transformation on the economy: technological

innovation and efficiency. *Revista de Gestão e Secretariado* *Revista de Gestão e Secretariado*. 2023 . Vol.14, № 10. P.18074-18094

14. Inna Tomashuk, Olga Timhenko, Tetiana Zakharova. Agricultural Enterprise Development Strategy and its Efficiency in the Modern Economic Conditions. *Baltic Journal of Economic Studies*. 2024. Vol. 10, № 2. P. 265 - 281.

15. Olga Timchenko, Dymytrii Grytsyshen, Tetiana Nazarenko, Kateryna Okseniuk and Andriy Didyk. Effectiveness of Global Trade Agreements and International Law in the Modern World. *Economic Affairs*. Vol. 69 (Special Issue). 2024. P.287-296