



COURSE SYLLABUS «THEORY OF ORGANIZATION»

Academic degree - Bachelor
Speciality: 073 Management
Academic programme: «Management»
Year of study: 1, semester: 2
Form of study: full-time
Number of ECTS credits: 4
Language of instruction: English

Lecturer of the discipline
Lecturer's contact
information (e-mail)
URL of the e-learning
course on the NULES e-
learning portal

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<https://elearn.nubip.edu.ua/course/view.php?id=2627>

ACADEMIC DISCIPLINE DESCRIPTION

The course "Theory of organization" studies the nature and essence of the organization and the place of the theory of organization in the system of scientific knowledge. The main purpose 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.

Competences:

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 of the academic discipline:

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.

COURSE STRUCTURE

Topic	Hours (lectures/ practical classes)	Learning outcomes	Tasks	Assessment
1 semester				
Module 1.				
Topic 1. General characteristics of the organization	4/4	To know the basic approaches to defining the concept of "organization"; the ratio of the organization as a system and as a process; types of organizations and their main characteristics; general, synergetic, and social properties of the organization. Be able to identify the main stages of the life cycle of the organization. To know the object and subject of the theory of organization, and its place in the system of scientific knowledge	Discussion issues. Problem solving and cases. Submission of practical work in e-learn.	10
Topic 2. The theory of organization and its place in the system of scientific knowledge	2/2			15
Topic 3. Basic organizational theories and models	2/2			15
Topic 4. Organization as a system	4/4			15
Topic 5. The human factor in organizations. Self-organization	2/2			15
Module test №1				30
Total for the module №1				100
Module 2.				
Topic 6. Organizational design	4/4	To know the essence and methodology of organizational design; types of organizational structures; identify factors that determine the feasibility of forming a certain type of organizational structure. To understand	Discussion issues. Problem solving and cases. Submission of practical work in e-learn.	15

		reengineering processes as a way to change the structure of the organization	
Topic 7. Formation of communications in the organization	4/4	To know the essence of the concept of "organizational communications"; obstacles to effective communication; organizational communication barriers; ways to overcome obstacles to effective communication; communication style choice model. Be able to develop individual communication skills	15
Topic 8. Conflicts in organization	2/2	To know the essence of the concept of "conflict"; functions, levels, and types of conflicts in the organization. Be able to manage conflicts in the organization	10
Topic 9. Organizational culture	4/4	To know the concept and importance of organizational culture as a factor in the development of the organization; functions and classification of organizational culture.	15
Topic 10. Management efficiency	2/2	To know the theoretical foundations of the effectiveness of organizational activity. Be able to calculate overall organizational, group, and individual efficiency in the organization	15
Module test №2			30
Total for the module №2			100
Total for educational work			70
Exam			30
Total for the course			100

ASSESSMENT POLICY

<i>Deadline and recompilation policy:</i>	Practical works that are submitted in violation of deadlines without good reason are evaluated at a lower grade. Rearrangement of modules takes place with the permission of the lecturer if there are good reasons (for example, hospital).
<i>Academic Integrity Policy:</i>	Cheating during tests and examinations are forbidden (including using mobile phones and tablets). All written works are checked for plagiarism and are allowed to be defended with correct text borrowings not more than 20%.
<i>Attendance policy:</i>	Attendance is mandatory. For objective reasons (for example, illness, international internship) teaching can take place individually

SCALE OF ASSESSMENT OF STUDENT KNOWLEDGE

Student's rating, points	National grading of exams
90-100	excellent
74-89	good
60-73	satisfactorily
0-59	unsatisfactory

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., Гоголя 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. Гоголя 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
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., Гоголя 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