

COURSE SYLLABUS

«MANAGEMENT OF ORGANIZATION»



Degree of higher education - Bachelor
Specialty 073 Management
Academic program “Management”
Academic year 3, **semester** 6
Form of study full-time, part-time
Number of ECTS credits: 6
Language of training: Ukrainian, English

Lecturer of the course:

Oksana Havrysh, PhD (Economics), Associate Professor,
Associate Professor of the Department of Management named
after Professor J. S. Zavadskyi

**Contact information of the
lecturer**

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Course page on eLearn

COURSE DESCRIPTION

The educational component «Management of organization» is optional. The purpose of the academic discipline is to form in future specialists a complex of theoretical knowledge and practical skills in managing production processes in organizations of various forms and spheres of management; conditions for ensuring the effectiveness of business structures; diagnostics and design of management systems adequate to the goals and tasks of a market economy. Tasks of the course are theoretical and practical training of higher education applicants on topical issues of the development of management of organization, the influence of internal and external environmental factors on its activities, the life cycle of the organization, the type of organizational structures and their features, the specifics of management subsystems of organization and assessing the effectiveness of organizational activities.

Competencies

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

General competencies (GC):

GC 3. The ability for abstract thinking, analysis, synthesis.

GC 4. Ability to apply knowledge in practical situations.

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

Special (professional) competencies (SC):

SC 1. Ability to identify and describe the characteristics of an organization.

SC 3. Ability to determine the prospects for the development of the organization.

SC 4. Ability to identify functional areas of an organization and the relationships among them.

SC 12. Ability to analyze and structure organizational problems, and formulate well-grounded decisions.

Program learning outcomes (PLO):

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

PLO 4. Demonstrate skills in identifying problems and justifying management decisions.

PLO 5. Describe the content of the functional areas of the organization.

PLO 6. Demonstrate skills in searching, collecting and analyzing information, calculating indicators to justify management decisions.

PLO 7. Demonstrate organizational projecting skills.

PLO 8. Apply management methods to ensure the effectiveness of the organization's activities.

PLO 11. Demonstrate skills in situation analysis and carrying out of communication in various areas of the organization's activities.

COURSE STRUCTURE

Topic	Hours (lectures/ practical classes)	Learning outcomes	Tasks	Assess- ment
6 semester				
Module 1. Theoretical foundations of the management of organization				
Topic 1. Organization as an object of management	2/2	Understand the theoretical foundations of the management of organization. Know the stages of organization formation, its forms and subordination; characteristics of the system model of the management of organization; the process of forming the organizational mechanism of the management of organization; the essence and meaning of organizational engineering. Be able to determine the form of the management of organization; implement the management of organization based on a systems approach; form an organizational mechanism of the management of organization; use in practice the technology of building and developing organizations based on an engineering approach.	Preparation of reports, presentations for the seminar. Execution of a practical task, independent work in elearn.	15
Topic 2. System model of the management of organization	2/2			20
Topic 3. Organizational mechanism of the management of organization	4/4			20
Topic 4. Organizational engineering	2/2			15
Module test				30
Total for module 1				100
Module 2. Management models and functional management system				
Topic 5. Delegation management authority	2/2	Understand the essence and meaning of management models and functional management systems. Know the process of delegation of authority in management; types and	Preparation of reports, presentations for the seminar. Execution of a practical task, independent	20
Topic 6. Management	2/2			15

models and technologies for making management decisions		classification of management models and technologies for making management decisions; the essence and meaning of the functional management system; features of economic activity and management in various organizational and legal forms of business.	work in elearn.	
Topic 7. Functional management system	2/2			15
Topic 8. Features of economic activity and management in various organizational and legal forms of business	4/4	Be able to delegate authority in management; use management models and technologies for making management decisions in practice; determine the components of a functional management system; analyze the economic activities of business entities of different forms and spheres of activity.		20
Module test				30
Total for module 2				100
Module 3. Effectiveness of the management of organization				
Topic 9. Organization's structure as a factor ensuring its efficiency	2/2	Understand the process of effectiveness of the management of organization. Know the process of forming the structure of an organization as a factor in ensuring its effectiveness; features of risk-awareness management of the organization; basic principles and indicators of determining the effectiveness of the organization's activities; the process of monitoring the effectiveness of the enterprise's activities.	Preparation of reports, presentations for the seminar. Execution of a practical task, independent work in elearn.	20
Topic 10. Risk-awareness management of the organization	2/2			15
Topic 11. Managing the effectiveness of an organization's activities	4/4			20
Topic 12. Monitoring the effectiveness of the enterprise's activities	2/2	Be able to build an organization's structure, determine the factors ensuring its effectiveness; implement risk-awareness management of the organization in practice; evaluate the effectiveness of the organization's activities and make appropriate management decisions; monitor the effectiveness of the enterprise's activities and, if necessary, use corrective actions.		15

Module test			30
Total for module 3			100
Total for the educational work			70
Exam			30
Total for the course			100

ASSESSMENT POLICY

<i>Policy regarding deadlines and resits:</i>	Assignments submitted after the deadline without valid reasons will be graded lower. Resitting of modules will be allowed with the permission from the lecturer and in the presence of valid reasons (e.g. medical reasons).
<i>Academic honesty policy:</i>	Cheating during tests and exams is strictly prohibited (including the use of mobile devices). Coursework and research papers must contain correct citations for all sources used.
<i>Attendance policy:</i>	Class attendance is mandatory. In case of objective reasons (such as illness or international internships), individual learning may be allowed (in online format by the approval of the dean of the faculty).

SCALE OF ASSESSMENT OF KNOWLEDGE OF STUDENT KNOWLEDGE

Student rating, points	National grade based on exam results
90-100	excellent
74-89	good
60-73	satisfactory
0-59	unsatisfactory

RECOMMENDED SOURCES OF INFORMATION

1. 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.
2. Балановська Т. І., Михайліченко М. В., Троян А. В. Сучасні технології управління персоналом : навчальний посібник. Київ : ЦП «Компринт», 2020. 466 с.
3. Балановська Т. І., Троян А. В. Управління бізнесом : навч. посібник. Київ : НУБіП України, 2019. 401 с.
4. Білорус Т. В. Практикум з менеджменту: навчальний посібник. Київ: Київський національний університет імені Тараса Шевченка, 2020. 185 с.
5. Гавриш О. М., Драмарецька К. П., Грозовський М. С. Роль корпоративної культури у мотивації персоналу підприємства. *Ефективна економіка*. 2021. № 12. URL: <http://www.economy.nayka.com.ua/?op=1&z=9715>.
6. Гавриш О. М., Пильнова В. П., Пісковець О. В. Інноваційне підприємництво: сутність, значення та проблеми в сучасних умовах функціонування. *Економіка та держава*. 2020. № 12. С. 109–113.
7. 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.
8. Лугова В. М., Голубев С. М. Основи самоменеджменту та лідерства : навч. посіб. Харків : ХНЕУ ім. С. Кузнеця, 2019. 212 с.

9. Менеджмент : навчальний посібник. / Н. С. Краснокутська та ін. Харків : «Друкарня Мадрид», 2019. 231 с.
10. Національний класифікатор України. Класифікація видів економічної діяльності ДК 009:2010: наказ Держспоживстандарту України від 11 жовтня 2010 р. № 457. URL: <http://zakon0.rada.gov.ua/rada/show/vb457609-10>.
11. Петруня Ю. Є., Петруня В. Ю. Менеджмент. Практикум : навчальний посібник. Дніпро : Університет митної справи та фінансів, 2019. 104 с.
12. Про захист від недобросовісної конкуренції: Закон України від 07.06.1996 р. № 236/96-ВР. URL: <http://zakon3.rada.gov.ua/laws/show/236/96-%D0%B2%D1%80>.
13. Про захист економічної конкуренції: Закон України від 11.01.2001 р. № 2210-III. URL: <http://zakon3.rada.gov.ua/laws/show/2210-14>.
14. Про охорону прав на знаки для товарів і послуг: Закон України від 15.12.1993 р. № 3689-XII. URL: <http://zakon5.rada.gov.ua/laws/show/3689-12>.
15. Про підприємництво: Закон України від 07.02.1991 р. № 698-XII. URL: <https://zakon.rada.gov.ua/laws/show/698-12>.
16. Про рекламу: Закон України від 03.07.1996 р. № 270/96-ВР. URL: <https://zakon.rada.gov.ua/laws/show/270/96-%D0%B2%D1%80>.
17. Харченко Г. А., Гоголя О. П., Харченко В. В. Теорія організації: навч. посіб. Київ: «ЦП «Компринт», 2020. 453 с.
18. Balanovska T. I., Kharchenko H. A., Artiukh T. O. Management : Textbook. Kyiv : CP "Comprint ", 2021. 245 p.