

МІНІСТЕРСТВО ОСВІТИ І НАУКИ УКРАЇНИ
ХАРКІВСЬКИЙ НАЦІОНАЛЬНИЙ ЕКОНОМІЧНИЙ УНІВЕРСИТЕТ
ІМЕНІ СЕМЕНА КУЗНЕЦЯ



ТЕОРІЯ ОРГАНІЗАЦІЇ
робоча програма навчальної дисципліни

Галузь знань	07 «Управління та адміністрування»
Спеціальність	073 «Менеджмент»
Освітній рівень	перший (бакалаврський)
Освітня програма	«Бізнес-адміністрування»

Статус дисципліни	обов'язкова
Мова викладання, навчання та оцінювання	англійська

Завідувач кафедри
менеджменту та бізнесу

Тетяна ЛЕПЕЙКО

Харків
2022

MINISTRY OF EDUCATION AND SCIENCE OF UKRAINE
SIMON KUZNETS KHARKIV NATIONAL UNIVERSITY OF ECONOMICS



THEORY OF ORGANIZATION
syllabus of the academic discipline

Field of knowledge	07 «Management and administration»
Speciality	073 «Management»
Education level	first (bachelor)
Educational programs	«Business Administration»

Discipline status	<i>Compulsory</i>
Language of teaching, studying and assessment	<i>English</i>

Head of Management and
Business Department

Tetyana LEPEYKO

Kharkiv
2022

APPROVED

at the meeting of the Management and Business Department
Protocol № 1 of August 29, 2022.

Compiled by:

I. Gruzina, PhD (Economics), Associate Professor, Associate professor of Management and Business department

I. Pererva, PhD (Economics), Associate Professor, Associate professor of Management and Business department

**Sheet of renewal and re-approval
of the academic discipline syllabus**

Academic year	Date of the department meeting - developer of the syllabus	Protocol number	Sign of the Head of the department

Abstract of the educational discipline

One of the most difficult problems in conscious human activity is the management of the systems into which one enters as a key component of organizational systems. Organizational factors have played a dominant role in society at all times and in the culture of all peoples. Organizational theory is designed to provide the key to mastering the laws and principles of building organizational systems, to make them understandable from the point of view of the internal structure and functioning mechanism. Special significance it has for modern domestic organizations, whose position in a market economy radically changed. Now the organization has to create their own goals and objectives, develop strategy and tactics of development, to find the necessary material and human resources for the implementation of tasks, decide on the establishment, merger and liquidation of business units, departments and branches, restructuring of government. This leads to an expansion of the scope of work included in the scope of the manager, the complexity of the process of their implementation.

The purpose of the academic discipline “Theory of organization” is formation of a modern, based on a systematic approach, worldview on the creation, operation and management of the organization.

The objectives of the discipline are:

to disclose the essence and content of the organization theory, the main methodological principles;

to study the basic organizational theories and models;

to study the essence of the organization, its structure, components;

to determine the essence of the organizational process, the subject and object of organizational activity;

to understand the features of the organization as a system and society, to identify differences and similar aspects;

to assess the impact of external and internal environments on the organization.

The subject of the discipline is theoretical and methodological approaches to the organization research and management.

Characteristics of the educational discipline

Course	1
Semester	1
Number of credits ECTS	5
Form of final control	Exam

Structural and logical scheme of studying the educational discipline

Prerequisites	Postrequisites
	Management

Competences and learning outcomes in the discipline

Competences	Learning outcomes
GC 9. Ability to learn and master modern knowledge.	LO 3. Demonstrate knowledge of theories, methods and functions of management, modern concepts of leadership.
SC 4. Ability to define functional areas of the organization and the connections between them.	
SC 12. Ability to analyze and structure organizational problems, to form reasonable decisions.	

SC 1. Ability to identify and describe organizational characteristics.	LO 7. Demonstrate organizational design skills.
SC 2. 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 the connections between them.	
SC 5. The ability to manage the organization and its divisions through the implementation of management functions.	LO 20. Coordinate aspects of business organizations that contribute to the effectiveness of its work.
SC 7. Ability to choose and use modern management tools.	

The program of the educational discipline

Content module 1. General theory of organization

Topic 1. Methodological principles of the organization theory

The essence, purpose and objectives of the organization theory. The theory of organization as a science and its place in the system of scientific knowledge. Evolution of the organization theory. Aspects of consideration of the organization theory. Organization as an object, a subject, and a process. Signs of an organization. Laws of an organization. Fundamental ideas of the organization theory. Principles of an organization. The modern theory of organization. Models of an organization. Stages of organization development. The life cycle of an organization.

Topic 2. Main organizational theories and models

Basic organizational theories. The classical organizational theory. The non-classical organizational theory. The systemic organizational theory. The neo-modern organizational theory. The theory of institutions and institutional change. Basic models of an organization. The modern organizational paradigm. A new concept of an organization.

Topic 3. Essence of an organizational process

The essence of an organizational activity. Subjects and objects of an organizational activity. Characteristics of approaches to the study of an organization as a process. The theoretical basis of modern management. The cybernetic approach in organization theory. Fundamental principles of management. Management optimization. Tasks of optimal management. Stages of an optimization process. Types of management methods. The program-target management method. The value-oriented management method.

Content module 2. Functioning and development of an organization

Topic 4. Functioning of an organization as a system

Formation of system concepts. Types of systems: integral - systems in which elements cannot exist in isolation from each other; summarized - systems whose quality is equal to the sum of the properties of its elements taken in isolation from each other. The system approach and its application in the management of the organization. Principles of the system approach. Characteristics of a system. The concept of open and closed systems. The basic properties of systems. The properties that characterize the connection of the system with the external environment. The properties that characterize the methodology of goal setting of the system. The properties that characterize the parameters of system functioning. Classification of systems.

Topic 5. Functioning of an organization as a society

General features of a social organization. A social system. Components of the social system. Managed subsystem. Managing subsystem. The collective. Formal and informal organizations.

Mechanisms of regulation in social systems. Self-government. Principles of self-government. Organizational order.

Topic 6. External and internal environment of the organization

The internal environment of an organization. Internal variables. The external environment of an organization. Tasks of strategic management. The external environment in strategic management. Components of the macro environment. Subjects of the competitive environment. The analysis of the labor market. Methods of research of the external environment. The PEST-analysis.

The list of practical (seminar) classes, as well as questions and tasks for individual work is given in the table "Rating-plan of the educational discipline".

Teaching and instruction methods

In the process of teaching the discipline "Theory of organization" for the implementation of certain competencies of the educational program and intensification of the educational process at lectures / practical classes the following teaching methods are used: problem lectures (topics 3, 4 – 6), mini-lectures (topic 2), seminar-discussions (topic 2), mini-trainings (topic 3 – 5), individual research work during the creative task (topics 1, 4 – 5).

During lectures and practical classes the following teaching methods are used: explanatory and illustrative, reproductive, problem teaching, partially searching, research methods of teaching.

The system of the study results assessment

S. Kuznets KhNUE uses a cumulative (100-point) assessment system.

Assessment is carried out on the following types of control:

current control is carried out during the semester during the practical classes and estimated by the amount of points scored (maximum score – 60 points, minimum score that allows the student to get credit – 35 points).

Credit is set as the total amount of points, which were scored on the results of the current control.

Current control includes assessment of students' knowledge during practical classes and individual tasks.

Practical (seminar, laboratory) classes:

competence-oriented task on topics – ability to combine theory with practice when considering production situations, solving problems, performing calculations in the process of defending individual tasks and tasks presented for discussion in the classroom; logic, structure, style of presentation of speeches in the classroom; ability to justify their position (maximum score – 5 points (five competence-oriented tasks during the semester, total maximum number of points – 25));

express test – the use of analytical approaches; quality and clarity of reasoning; style of presentation of material in written works; independence of work performance; use of methods of comparison, generalization of concepts and phenomena; registration of work (maximum score – 5 points (one express test during the semester));

modular tests reflect the degree of mastering the material of the content modules (maximum score – 15 points (two modular tests during the semester, total maximum number of points – 30)).

The general criteria for evaluating individual work of students are: the depth and strength of knowledge, the level of thinking, the ability to systematize knowledge on specific topics, the ability to make sound conclusions, the possession of categorical apparatus, skills and techniques for the implementation of practical tasks, the ability to find the necessary information, carry out its systematization and processing, self-realization on practical classes.

Independent training includes:

studying the theoretical material from the previous lecture before each subsequent lecture. It is estimated in accordance to the following criteria: the depth and strength of the knowledge level of thinking, the ability to organize knowledge on certain topics, the ability to make informed decisions, possession categorical aid;

collecting, summarizing, processing information necessary for active work in practical classes. It is estimated in accordance with the following criteria: skills and techniques of practical tasks; the ability to find relevant information to carry out its systematization and processing; self-realization on practical and seminars.

Final control is conducted in the form of an exam in accordance with the schedule of the educational process (maximum 40 points, minimum 25 points).

Final control work in the form of an exam, it includes all topics of the educational discipline (topics 1 – 6). The structure of the exam card work is: 1) 1 stereotype task in form of theoretical tests (maximum score – 10 points (1 point for each correct answer); 2) 1 diagnostic practical task (maximum score – 12 points); 3) 1 heuristic practical task (maximum score – 18 points). The maximum score on exam is 40 points.

The student should be considered certified if the sum of the points earned on the results of the current control is equal to or exceeds 35 and final control is equal to or exceeds 25. The student can not be considered certified if the sum of the points earned on the results of the current control is equal to 59 and less points.

Forms of assessment and distribution of points are given in the table “Rating-plan of the educational discipline”.

Rating plan of the educational discipline

Topics	Forms and types of studying	Form of evaluation	Max points
1	2	3	4
Topic 1	<i>Classroom work</i>		
	Lectures 1, 2 on questions: 1. The essence, purpose and objectives of the organization theory. 2. The theory of organization as a science and its place in the system of scientific knowledge. 3. Evolution of the organization theory. 4. Aspects of consideration of the organization theory. 5. Signs of an organization. Laws of an organization. 6. Fundamental ideas of the organization theory. 7. Principles of an organization. 8. The modern theory of organization. 9. Models of an organization. 10. Stages of organization development.	Active work	
	Practical class 1. Performing theoretical tasks to understand the essence of the main categories of the organization theory based on the analysis and synthesis of information sources. Practical lesson 2. Business situation: the effect of the synergy law and its impact on the effectiveness of the organization.	Performing the practical task	5
	<i>Individual work</i>		
	Study of lecture material, preparation for practical class		

1	2	3	4
Topic 2	<i>Classroom work</i>		
	Lectures 3, 4 on questions: 1. Basic organizational theories. 2. Basic models of an organization. 3. The modern organizational paradigm.	Active work	
	Practical class 3. Discussion of the main issues on the topic. Practical class 4. Seminar-discussion on the main issues of topic.	Express test	5
	<i>Individual work</i>		
	Study of lecture material, preparation for practical class		
Topic 3	<i>Classroom work</i>		
	Lectures 5, 6 on questions: 1. The essence of an organizational activity. 2. Characteristics of approaches to the study of an organization as a process. 3. The theoretical basis of modern management. 4. Fundamental principles of management. 5. Management optimization. Tasks of optimal management. Stages of an optimization process. 6. Types of management methods.	Active work	
	Practical class 5. Business situation: organizational process in different types of organizations. Practical class 6. Solving practical tasks for repeating questions on the subject of content module 1.	Performing the practical task	5
		Modular test1	15
	<i>Individual work</i>		
	Study of lecture material, preparation for practical class		
Topic 4	<i>Classroom work</i>		
	Lectures 7, 8 on questions: 1. Formation of system concepts. 2. Types of systems 3. The system approach and its application in the management of the organization. Principles of the system approach. 4. Characteristics of a system. 5. The properties of a system. 6. Classification of systems.	Active work	
	Practical class 7. Solving practical tasks to determine the system characteristics of organizations. Practical class 8. Solving practical tasks regarding the definition of different types of organizational systems.	Performing the practical task	5
	<i>Individual work</i>		
	Study of lecture material, preparation for practical class		

Topic 5	<i>Classroom work</i>		
	Lectures 9, 10 on questions: 1. General features of a social organization. 2. A social system. Components of the social system. 3. Formal and informal organizations. 4. Mechanisms of regulation in social systems. 5. Self-government. Principles of self-government. 6. Organizational order.	Active work	
	Practical class 9. Solving practical tasks regarding the assessment of the impact of changing phenomena and processes on social organization. Practical class 10. Business situation: peculiarities of the functioning of organizations in different countries.	Performing the practical task	5
	<i>Individual work</i>		
	Study of lecture material, preparation for practical/laboratory class		
Topic 6	<i>Classroom work</i>		
	Lectures 11, 12 on questions: 1. The internal environment of an organization. 2. The external environment of an organization. 3. Tasks of strategic management. 4. Subjects of the competitive environment. 5. Methods of research of the external environment. 6. The PEST-analysis.		
	Practical class 11. Solving practical tasks regarding the description of the external environment of a specific enterprise or organization.	Performing the practical task	5
	Practical class 12. Solving practical tasks for repeating questions on the subject of the content module.	Modular test 2	15
	<i>Individual work</i>		
	Study of lecture material, preparation for practical class		
Topics 1-6	Solving practical tasks on various topics included in the final control	Exam	40
	Performing the tasks of the exam card		
	Review of the materials of the content modules		

Recommended books and resources

Main

1. Монастирський Г. Л. Теорія організації: підручник. 2-е видання, доповнене й перероблене / Г. Л. Монастирський // Тернопіль: «Крок», 2019. – 368 с.

Additional:

2. Грузіна І. А. Розвиток наукових підходів до дослідження організації / І. А. Грузіна // Бізнес Інформ. Харків : ФОП Лібуркіна Л. М., 2022. – №2. – С. 132 – 139. DOI: <https://doi.org/10.32983/2222-4459-2022-2-132-139>.

3. Gruzina I. A., Pererva I. M. Generalization of scientific views on the interpretation of the essence and content of the concept «organization» / I. A. Gruzina, I. M. Pererva // Інноваційна економіка. – 2022. – № 1. – С. 44 – 51. – Режим доступу: <http://inneco.org/index.php/innecoua/article/view/887>. DOI: 10.37332/2309-1533.2022.1.6
4. Gulick L. Management Is a Science / L. Gulick // Academy of Management Journal. – 1965. – Vol. 8, № 1. – P. 7 – 13.
5. Herzberg F. The Motivation of Work / F. Herzberg, B. Maunsner, B. Snyderman. – N. Y.: Wiley, 1959. – 276 p.
6. Lawrence P. Developing Organizations: Diagnosis and Action / P. Lawrence, J. Lorsch. – Reading, Mass: Addison-Wesley, 1969. – 70 p.
7. Matteson M. Management and Organizational Behavior Classics / M. Matteson, J. Ivancevich. – N. Y.: McGraw-Hill companies, 1996. – 456 p.
8. Maslow A. A Theory of Human Motivation / M. Abraham // Psychological Review. – 1943. – №50. – P. 370 – 396.
9. Mayo E. The Human Problems of an Industrial Civilization / E. Mayo. – Boston: Graduate School Administration, Harvard University, 1946. – 318 p.

Information resources:

10. Сайт ПНС ХНЕУ ім. С. Кузнеця [Електронний ресурс]. – Режим доступу : <https://pns.hneu.edu.ua/course/view.php?id=7795>
11. ЛігаБізнесІнформ [Електронний ресурс]. – Режим доступу : www.liga.net .
12. Нормативні акти України [Електронний ресурс]. – Режим доступу : www.nau.kiev.ua .
13. Українське право [Електронний ресурс]. – Режим доступу: www.ukrpravo.com .