



Kuwait University
College of Business Administration
Management and Marketing Department



Course Syllabus
Fall 2023/2024
dr. Salah A. Alabduljader
508 Organization Development and Design

Days:1

Lecture Time: 2/1015508 (17:00-19:50 P.m.)

Location : BUA-S / 1006

Contact Information:

Location : Management and Marketing Department

Email : MyU@dr_salah

Office : 010A1012 / south building

Office Hours : (1.3.5 / 15:00 to 15:50 pm)

Social Media :

Teaching Assistant:

Name :

Location :

Office :

Email :

Office Hours :

Tutorial :

Course Description:

Change has become necessary. Current era is the era of political, economic, intellectual and technological changes, as In which influences multiple, forms of competition varied, Time and space between countries and Markets breaks, as Physical limitations between nations no longer affect business as in the past. Therefore, the survival of these acts depends on the holistic view of the world as a whole, as change is one of Civilized features of the developed world, it affects individuals and organizations, without exception, so that each organization has to face new situations that force them to work to discover changes and try to deal with them As well as anticipate or initiate such



changes, through the adoption of the purpose of development and organizational design, which has become the central issue and central objective of many organizations Which made it a project for its continuation and growth and an essential tool to ensure the permanent ability to keep abreast of changes and developments in the environment in all dimensions.

Course Objectives

The objectives of this course include the following:

The learning outcomes for this course, listed below, relate to the learning goals of the College of Business Administration graduate Program.

1. The concept and benefits of development and organizational design.
2. Organizational goal and structural design
3. The organizational structure basics
4. Relations between the organizations
5. Dynamic Operations Management
6. Organizational culture and ethical values
7. Management of change and innovation in the project and organizational development.
8. Decision-making processes, conflict and power.
9. Steps and strategies of organizational development.

Course Learning Outcomes and Objectives:

The learning outcomes for this course, listed below, relate to the learning goals of the College of Business Administration Undergraduate Program, which can be found in the appendix at the end of this syllabus.

Upon successful completion of the course, students will be able to:

1. Describe the theoretical concepts underlying development and organizational design.
2. Learn the goals of development and organizational design.
3. Learn the decision-making process on the best diagnostic techniques and data collection.



4. Dealing with change and innovation and continuing to take the initiative in making changes within organizations.
5. Explain the principles of organizational culture and ethical values.
6. Know the steps and strategies of organizational development.

Required Material:

Textbook: Organization Theory and Design, Richard L. Daft, 10 th Edition, South-Western 2010.

Development of Organizations, Dr -Ahmed Maher, University House 2013.

Design of Organizations, Dr -Ahmed Maher, University House 2011.

E-Learning System: Search for material that addresses specific issues of interest

Course Website :

Course Requirements and Policies:

Individual Assignments: short reports/case analysis /position papers, workshops.

In-Class Tests: 2 Midterm Exams and Final Exam. These tests will be in-class answering/essay type of questions that lead to the assessment of your comprehension of and ability to demonstrate your understanding.

Participation: very much encouraged.

Class Preparation – Readings, Videos, and Online Quizzes: Class Preparation – Readings, Videos.

Attendance and Participation: Every student in this course must abide by the Kuwait University Policy on Attendance (published in the Student Guide, Chapter 3, Section 13). A copy of the student guide can be accessed online on:

http://www.kuniv.edu/cs/groups/ku/documents/ku_content/kuw055940.pdf

This course has a significant seminar component and class participation is critical to the learning experience. Participation will be assessed in each class period. Your class participation and attendance will both contribute to your score of in-class performance.

Cheating and Plagiarism: Every student in this course must abide by the Kuwait University Policy on Cheating and Plagiarism (published in the Student



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Guide, Chapter 3, Section 2). A copy of the student guide can be accessed online on:

http://www.kuniv.edu/cs/groups/ku/documents/ku_content/kuw055940.pdf

Please carefully note all sources and assistance when you turn in your work. Under no circumstances should you take credit for work that is not yours. You should neither receive nor give any unauthorized assistance on any deliverable. If you have any questions about what constitutes “unauthorized assistance” please email me before the deliverable is submitted.

Writing Style: Students must refer to APA writing style for their assignments and report writing. Refer to the English Language Center for help.

Grading:

The scores in this course will be the weighted average of the following items:

Weight	Description
15	Mid Term Exam 1
15	Mid Term Exam 2
10	Attendance Participation
5	Interactive & Initiatives
10	Project 1 - Major case Analysis & Presentation
15	Project 2 - Major case Analysis & Presentation
30	Final Exam
100%	TOTAL

Grade Distribution:

Grade	Range
A	≥ 95
A-	≥ 90 and < 94
B+	≥ 88 and < 89
B	≥ 83 and < 87
B-	≥ 80 and < 82
C+	≥ 78 and < 79
C	≥ 73 and < 77
C-	≥ 70 and < 72
D+	≥ 65 and < 69
D	≥ 60 and < 64
F	< 60



Course Outline:

Part 1: Introduction to Organizations

(chapter 1) Organizations and Organization Theory

Part 2: Organizational Purpose and Structural Design

(chapter 2) Strategy, Organization Design, and Effectiveness

(chapter 3) Fundamentals of Organization Structure

Part 3: Open System Design Elements

(chapter 4) The External Environment

(chapter 5) Inter organizational Relationships

(chapter 6) Designing Organizations for the International Environment

Part 4: Internal Design Elements

(chapter 7) Manufacturing and Service Technologies

(chapter 8) Using IT for Coordination and Control

(chapter 9) Organization Size, Life Cycle, and Decline

Part 5: Managing Dynamic Processes

(chapter 10) Organizational Culture and Ethical Values

(chapter 11) Innovation and Change

(chapter 12) Decision-Making Processes

(chapter 13) Conflict, Power, and Politics

Important Dates:

Date	Event
Oct 23 th , 2023	Mid Term Exam (1) 17:00-19:50pm.
Nov 20 th , 2023	Mid Term Exam (2) 17:00-19:50pm.
Jan 08 th , 2024	Final Exam 17:00-19:50pm.