

The Hebrew University of Jerusalem

Syllabus

ORGANIZATIONAL THEORY - 3833

Last update 18-11-2018

HU Credits: 2

Degree/Cycle: 2nd degree (Master)

Responsible Department: Non profit Management and Leadership

Academic year: 0

Semester: 2nd Semester

Teaching Languages: Hebrew

Campus: Mt. Scopus

Course/Module Coordinator: Dr. Itay Greenspan

Coordinator Email: itaygree@mail.huji.ac.il

Coordinator Office Hours: Monday 16:00-17:00

Teaching Staff:

Dr. Itay Greenspan

Course/Module description:

Organizations are found everywhere. Looking around us, we can observe organizations influencing our lives from cradle to grave. Therefore, it is important - as citizens, future researchers, and managers or employees in NGOs - to understand the different approaches for explaining the structure, activity and dynamics in organizations, or in short: how does an organization act? This course offers an introduction to organizational theory, and is designed to provide a broad and critical knowledge to students interested in organizations and their management. Throughout the course, we will put an emphasis on key concepts and assumptions underlying the various theoretical approaches - old and new - to understanding organizations. Likewise, we will explore practical uses of these theories, using field examples to demonstrate the applicability of the theory in practice.

Course/Module aims:

- familiarize with the prominent theories in organizational theory.
- provide a basic understanding of organizations as social entities.
- explain how organizations are helping to deal with challenges in a dynamic and changing reality.
- Understand how organizations are affected by their environment, how are they built, and what makes them effective
- examine issues in the organizational life of NGOs in light of the theories learned.

Learning outcomes - On successful completion of this module, students should be able to:

- to describe the major organization theories for explaining nonprofit organizations and activities
- to compare different approaches in organizational theory
- to recognize the different elements of an organization structure and the processes occurring in it
- to identify the common aspects of different organization theories, along with differences.
- to analyze different case studies according to the different theoretical perspectives.
- to describe the historical evolution of organization theory
- to formulate a critical stance towards the various theories.

Attendance requirements(%):

Full attendance (80%)

Teaching arrangement and method of instruction: The aims of the course will be accomplished through background readings, student presentations, class discussions and active learning. Take-home assignment will also be given.

Course/Module Content:

1. Introduction
2. Bureaucracy mechanistic approaches, scientific management
3. Organistic approaches
4. Organization-Environment Relations: Population Ecology, resource dependence theory
5. Neo - institutional Theories
6. organizational networks
7. Nonprofit organization theory
8. Power relations in the organization
9. Organizational Culture and Identity
10. Hybrid organizations

Required Reading:

- ✓ שנהב, י. (1991). ניצני הניהול ואידיאולוגיות העזר באנגליה של המאה ה-19. בתוך: אידיאולוגיות ניהול בעידן הרציונליות (עמ' 29-35). תל אביב: האוניברסיטה המשודרת.
- ✓ גזיאל, ח. (1990). מחשבה מינהלית בת זמננו. תל אביב: רמות.
- טיילוריסם, עמ' 25-31
 - וובר ובירוקרטיה 63-70
 - אלטון מאיו וקבוצת הרוארד 94-102
 - דאגלאס מקגרור ותיאוריות XY; כריס ארג'יריס 113-120.
- ✓ Schmid, H. (2004). Organization-environment relationships: Theory for management practice in human service organizations. *Administration in Social Work*, 28, 97-113.
- ✓ DiMaggio, P.J., & Powell, W.W. (1983). The iron cage revisited: Institutional isomorphism and collective rationality in organizational fields. *American Sociological Review*, 48, 147-160.
- ✓ Zilber, Tamar B. (2002). Institutionalization as an interplay between actions, meanings and actors: The case of a rape crisis center in Israel. *Academy of Management Journal*, 45(1), 234-254.
- ✓ Borgatti, S. P., Mehra, A., Brass, D. J., & Labianca, G. (2009). Network analysis in the social sciences. *Science*, 323(5916), 892-895.
- שבכתב ל"שתי. הארגונית העמימות של יתרונותיה על: לפרקטיקה אידיאולוגיה בין. רוזן, ר. (2002). 12, 9-12.
- ✓ Rothschild-Whitt, J. (1979). The collectivist organization: An alternative to rational-bureaucratic models. *American Sociological Review*, 44, 509-527.
- 9-36. עמ. חרגול: אביב תל. תרבות מהנדסים. (1992) גדעון, קונדה P
- עמ) הארגון לתורת מבוא: ארגונים: בתוך. "ארגונית תרבות": 11 פרק. (2012). י. סמואל P
- (247-268). אור יהודה: זמורה ביתן.

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- ✓ Jones, A. & May, J. (1992). *Working in human service organizations: A critical introduction*. Melbourne: Longman. [pp. 271-285, 306-320].
 - P ינאי, א. (2005). סוציאלי בטחון. ממלכתי לאימוץ וולונטרית מחדשנות: בישראל נשים מקלטי. 70, 77-109.
 - ✓ Greiner, L. (1972/1998). *Evolution and revolution as organizations grow*. Harvard Business Review.
 - ✓ DiMaggio, P.J. & Anheier, H.K. (1990). *The sociology of nonprofit organizations and sectors*. *Annual Review of Sociology*, 16, 137-159.
 - ✓ Scott, W. Richard (2004). *Reflections on a half-century of organizational sociology*. *Annual Review of Sociology*, 30, 1-21.
 - ✓ Garrow, E. & Hasenfeld, Y. (2010). *Theoretical approaches to human service organizations*. In: Y. Hasenfeld, (ed.), *Human services as complex organizations* (Ch. 3, pp. 33-57). Thousand Oaks, CA.: Sage.

Additional Reading Material:

See class syllabus

Course/Module evaluation:

End of year written/oral examination 75 %

Presentation 10 %

Participation in Tutorials 5 %

Project work 10 %

Assignments 0 %

Reports 0 %

Research project 0 %

Quizzes 0 %

Other 0 %

Additional information:

This site is a summary of the course content and requirements. It does not replace the full class syllabus that can be accessed on the course website for registered students.

The full class syllabus contains the most updated description of the course goals, required readings, and other assignments.