

## *The Hebrew University of Jerusalem*

### *Syllabus*

## **DIAGNOSIS INTERVENTION&EVALUAT. IN ORGANIZATIONS - 53971**

*Last update 08-11-2016*

HU Credits: 8

Degree/Cycle: 2nd degree (Master)

Responsible Department: sociology & soc. anthropology

Academic year: 0

Semester: Yearly

Teaching Languages: Hebrew

Campus: Mt. Scopus

Course/Module Coordinator: Prof. Israel Katz & Mr. Nir Levy

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Coordinator Office Hours: Tuesday 18:00-19:00

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Teaching Staff:

Prof Israel Katz

Mr. NIR LEVI

Course/Module description:

The course aims to provide the participants with theoretical and practical knowledge in the fields of organizations and organizational consulting.

Course/Module aims:

To enrich participants' ability to analyze and understand organizational processes.

To develop their ability to act as consultants in the organizational field.

To develop an ability to evaluate organizations, organizational processes, and the contributions of organizational consultants.

To enable participants to form attitudes toward the field of organizational consulting, various approaches to consulting, and their inclination to work in the field

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

To analyze organizational structures and processes.

To understand the reasons behind organizational structures and processes and behind the actions of organizational actors.

To identify the reasons for non-optimal functioning of organizations and areas in which their functioning can be improved.

To develop a consulting relationship with a key organizational actor.

To help an organization and key actors to introduce changes aimed at improving their functioning.

To evaluate their actions in the organization.

Attendance requirements(%):

100%

Teaching arrangement and method of instruction: Discussions on the basis of reading - some led by the course instructors and others by teams of students. Experiential activities in small groups related to the topics of theoretical discussion. A guided practicum in an organization requiring at least 4 hours a week for a period of 6-8 months.

Peer group discussions of the field work for both learning purposes and assisting the

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students in the field work.

Writing and submitting diaries of the field work.

Writing and submitting a diagnosis report to a client and working with the client on its conclusions and implications. theoretical

#### Course/Module Content:

Perspectives for understanding organizations: functional-mechanistic, psychoanalytic, post modern, narrative, critical, complexity theory.

The place of goals and results in guiding organizational processes.

Role and organizational boundaries.

Organizational culture and identity.

Groups and teams in organizations.

Leadership in organizations.

Evaluating the functioning and effectiveness of organizational processes.

Tools for data collection, analysis and diagnosis: interviews, questionnaires, observations, organizational documents, internet websites, photos, organizational structure diagrams. Mapping work processes, analyzing critical incidents, using existing quantitative data and reports.

Introduction to organizational change.

Organizational development and intervention strategies.

Consulting processes.

Organizational ethics and consulting ethics.

Resistance to change.

Organizational evaluation and evaluation of the consulting process.

#### Required Reading:

A detailed list will be given to the participants via the teaching website Moodle.

#### Additional Reading Material:

As above.

#### Course/Module evaluation:

End of year written/oral examination 0 %

Presentation 0 %

Participation in Tutorials 50 %

Project work 50 %

Assignments 0 %

Reports 0 %

Research project 0 %

Quizzes 0 %

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*Other 0 %*

*Additional information:*