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INTERNATIONAL EUROPEAN
UNIVERSITY



**EUROPEAN SCHOOL
OF BUSINESS**



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Course Name 

 Organizational theory

Lecturer (s) 

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Lecturer's profile 



Consultations

online consulting



offline consulting

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Discipline page 

 <https://business.ieu.edu.ua/navchannia/orhanizatsiia-osvitnoho-protsesu/robochi-prohramy/bakalavrat>

Form of final control

test

def. test

exam



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1 Brief discipline annotation

This academic discipline is the theoretical basis of the set of knowledge and skills forming the profile of a management specialist. The discipline provides students with the necessary theoretical knowledge and practical skills of intercompany accounting – controlling, without which the work of modern professionals is impossible.

2 Background for studying discipline

Organizational processes and, above all, the relationship concerning the organization of joint activities of people to achieve their goals.

3 Goal and objectives of the discipline

The **goal** of teaching the Organizational theory discipline is to provide students with theoretical principles and practical skills and abilities to study organizations as systems, processes occurring in them, and the development and implementation of a set of measures for their development and performance improvement.

Key objectives of the Organizational theory discipline:

- to know the economic essence of the concept of controlling;
- to learn the conceptual apparatus of controlling and principles of building a system of controlling at the enterprise;
- to study characteristics of controlling objects;
- to provide practical skills in the formation and functioning of the controlling system at the enterprise.

4 Learning outcomes

PLO 3. To show knowledge of theories, methods and functions of management, contemporary leadership concepts.

PLO 4. To show skills in defining problems and grounding managerial decisions.

PLO 5. To describe the content of functional areas of organization operations.

PLO 8. To apply management methods for ensuring efficient organization operations.

PLO 9. To show interaction, leadership and teamwork skills.

PLO 12. To assess legal, social and economic consequences of organization functioning.

5 ECTS credits

6 ECTS credits / 180 academic hours

Content sections and topics	Amount of hours											
	full-time mode of study						part-time mode of study					
	total	including					total	including				
		l	p	sem.	ind.	i. w.		l	p	sem.	ind.	i. w.
1	2	3	4	5	6	7	8	9	10	11	12	13
Content section 1. Theoretical principles of economic analysis												
Topic 1. Gnoseological foundations of the organizational theory.	7	2	1	1	-	4		2	-	-	-	6
Topic 2. Key concepts of the organizational theory.	7	2	1	1	-	4		-	-	-	-	6
Topic 3. Organization as a system.	7	2	1	1	-	4		-	-	-	-	7
Topic 4. Organization as a society.	7	2	1	1	-	4		-	-	-	-	7
Topic 5. Organization as a process.	7	2	1	1	-	4		-	-	-	-	7
Topic 6. Theoretical foundations of organization as an object of management.	8	2	1	1	-	4		2	-	-	-	6
Topic 7. International organizations.	8	2	1	1	-	4		-	-	-	-	7
Topic 8. Political organizations.	8	2	1	1	-	4		-	-	-	-	7
Topic 9. Business organizations and enterprises.	8	2	1	1	-	3		-	2	2	-	6
Topic 10. Social and non-governmental organizations.	8	2	1	1	-	3		-	-	-	-	7
Total per content section 1	75	20	10	10	-	38		4	2	2	-	66
Content section 2. Analysis of economic activity (management analysis)												
Topic 11. Structure of the organization.	7	2	1	1	-	3		-	-	-	-	7
Topic 12. Designing an organization.	8	2	1	1	-	3		-	-	-	-	7
Topic 13. Environment of the organization.	7	2	1	1	-	3		-	-	-	-	7
Topic 14. Culture of the organization.	8	2	1	1	-	3		2	-	-	-	7
Topic 15. Information technologies in the organization.	7	2	1	1	-	3		-	-	-	-	6
Topic 16. Organizational efficiency: economic and social aspects.	8	2	1	1	-	3		-	2	2	-	6
Total per content section 2	45	12	6	6	-	18		2	2	2	-	40
Total hours	120	32	16	16	-	56	120	6	4	4	-	106
TERM PAPER	60	0	0	-	-	60	60	0	0	-	-	60

7 List of obligatory tasks

1. Gnoseological foundations of the organizational theory.
2. Key concepts of the organizational theory.
3. Organization as a system.
4. Organization as a society.
5. Organization as a process.
6. Theoretical foundations of organization as an object of management.
7. International organizations.
8. Political organizations.
9. Business organizations and enterprises.
10. Social and non-governmental organizations.
11. Structure of the organization.
12. Designing an organization.
13. Environment of the organization.
14. Culture of the organization.
15. Information technologies in the organization.
16. Organizational efficiency: economic and social aspects.

8 List of selective tasks

1. Theory of organization, its place in the system of scientific knowledge.
2. The life cycle of the organization.
3. The main characteristics of the organization as a system.
4. Organizational characteristics of the organization.
5. Principles of scientific management (F. Taylor, G. Emerson, G. Fayolle).
6. Resources of the organization.
7. Strategic and tactical management of the organization.
8. Leadership and management at the organization.
9. Conflict management in the organization.
10. The law of composition and proportionality.
11. System analysis of organizations.
12. Leadership Theory by Itzhak Adizes.

9 Discipline features

Period of teaching	Semester	International disciplinary integration	Year of study	Courses: general training/professional training/elective
1 st semester	3 rd semester	available	2 nd year	Professional training course



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10 Assessment system and requirements. General system of discipline assessment

As part of discipline teaching, one carries out current and final control of students' knowledge. The final grade in the form of an exam is given according to the total rating of students.

QR Code: <https://ieu.edu.ua/docs/pol-mark-esb.pdf>

According to the results of current control during a semester, students can obtain 100 points maximally, the minimum sum of points allowing students to pass the discipline is 60 points.

Correlation between national and ECTS grades and student rating: **QR Code:** <https://ieu.edu.ua/docs/pol-mark-esb.pdf>

11 Admission to final control

The minimum amount of points that should be obtained by students for current educational activities during a semester to be admitted to the final control is 36 points. The grade for the discipline is defined as a sum of the final points for current activities and the points for the final control and is expressed due to the multipoint scale.

The grade for the discipline completing with the exam is determined as the sum of points for current learning activities (at least 36), points for individual independent work of students (no more than 6) and points for the test (at least 24).

The overall points of the discipline are 100. The total grade for the discipline is given according to the national and European scale.

The final control in the form of an exam is carried out after learning all the topics of the discipline, during the examination session.

QR Code: <https://ieu.edu.ua/docs/050.pdf>

12 Discipline policy

To ensure fruitful learning and cognitive activities of students while studying the discipline, one holds relevant lectures and seminars in the form of presentations, case studies, group work and discussion seminars.

During classes and at the University, students should respect lecturers, staff and other students, attend classes according to the schedule, come on time and not leave classes without lecturer's permission. All academic assignments should be performed by the deadlines.

The teaching staff should constantly advance their professional level, teaching skills, general culture, as well as provide students with appropriate conditions for learning educational programs according to the requirements for the content, level and capacity of education, and encourage their comprehensive professional development. Lecturers should follow the curriculum, not be late for classes, not allow any manifestations of corruption, discrimination, bullying, harassment and infringement of the students' rights.

13 Policy of absence and late task performance

Students who miss the current control for valid reasons confirmed by documents have the right to take current control within two weeks after returning to studying.

Students who have missed classes without valid reasons, have not participated in current control activities, have not liquidated academic failure are not admitted to the final semester control of this discipline. In this case, an academic staff member puts a mark 'non-admission' in the exam record.

Repeated taking of the exam in the discipline is appointed in case of accomplishing all types of educational, independent (individual) work stipulated by the working program of the academic discipline and is carried out according to the approved schedule of academic failure liquidation.

QR Code: <https://ieu.edu.ua/docs/050.pdf>



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14 Academic integrity policy

Participants in the educational process rely on the academic integrity principles **QR Code:** <https://ieu.edu.ua/docs/011.pdf>

15 Recommended sources of information

Primary (basic) literature:

1. Productivity of Contemporary Economies: Theory and Evidence. Edited by Anton S. Filipenko, Oleksandra M. Moskalenko and Yurii K. Zaitsev. This book first published 2021. Cambridge Scholars Publishing. - 257 p.
2. Monastyrskyi H.L. Theory of organization: Textbook. 2nd edition, supplemented and revised. Ternopil: Krok, 2019. 368 p.
3. M. Malska, S. Bilous. Management of organizations: theory and practice. K., SBA-print. 2019. – 190 p.
4. Jurgen Appelo. Management 3.0. Agile management. Leadership and team management. K.: Fabula, 2019. – 464 pp.
5. Tulenkov M.V. Modern management theories. Study guide. 2nd edition. K.: Caravela, 2018. – 304 p.
6. O. Kovalenko, V. Fedorenko, H. Moshek, M. Kovalchuk, A. Solomko, V. Zeldich, H. Sivanenko. Organization Management. Theory and practice. K., Lira-K Publishing House, 2019. – 808 p.
7. Zaitsev Y. K., Moskalenko O. M. Modern political economy as a theoretical basis for economic development of society: in 2 books. – B. 1. Philosophical and methodological principles of architectonics of contemporary political economy: monograph / Y. K. Zaitsev, O. M. Moskalenko. – Kyiv: KNEU, 2018. – 397, [3] p.
8. Zaitsev Y. K., Moskalenko O. M. Modern political economy as a theoretical basis for economic development of society: in 2 books. – B. 2. Modern political economy as a methodological paradigm of economic development policy in globalized society: monograph / Y. K. Zaitsev, O. M. Moskalenko. – Kyiv: KNEU, 2020. – 251 p. 2nd
9. Dovhan L. S., Karakai Y. V., Artemenko L. P. Strategic management. Study guide. 2nd edition – K.: Center for educational literature, 2020. – 410 p.

Additional literature:

1. International organizations of economic cooperation: Handbook / National Security and Defense Council of Ukraine; National Institute for International Security Problems / A.I. Sukhorukov (ed.), N.H. Didenko (ed.) – K.: National Institute of International Security Problems, 2005. – 114 p.
2. Balanovska T.I., Hohulia O.P., Troian A.V. Dictionary of terms and concepts in management for training management specialists. K., NUBiP, 2014. – 210 p.
3. Official website of CHITALKA student electronic library // Electronic resource. – Available at: <http://chitalka.info>.
4. Official website of the National Institute for Strategic Studies at the President of Ukraine // Electronic resource. – Available at: <http://www.niss.gov.ua>.
5. Travkin I.Y. Organizations as platforms for non-formal learning // Electronic resource. – Available at: <http://funofteaching.tumblr.com/post/31570777202>.
6. Enterprise management // Electronic resource. – Available at: <http://www.pro-invest.com>.

Information resources:

1. Electronic resource. – Available at: http://library2.stu.cn.ua/ru/ru/v_pomoschj_uchenomu/naukometricheskie_bazi_dan_nih.



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Tips for successful study in the course

If you want to succeed in this discipline, you should be:

- **persistent, attentive and curious;**
- **creative, cheerful, and open to communication and discussions;**
- **ready to acquire information and knowledge about the subject not only during lectures but also during extracurricular activities.**

See you at classes!