

POLITEHNICA University of Bucharest (**UPB**)
 Faculty of Engineering and Management of Technological Systems (**IMST**)
 Study Programme: Industrial Engineering (**IE**)
 Form of study: Licence (Bachelor)

COURSE SPECIFICATION

Course title:	Organizational Management	Semester:	8
Course code:	UPB.06.C.08.L.004	Credits (ECTS):	5

Course structure	Lecture	Seminar	Laboratory	Project	Total hours
<i>Number of hours per week</i>	2	2			4
<i>Number of hours per semester</i>	28	28			56

Lecturer	Lecture	Seminar / Laboratory / Project
<i>Name, academic degree</i>	Popa Diana Mariana, Assistant Professor, PhD	Popa Diana Mariana, Assistant Professor, PhD
<i>Contact (email, location)</i>	dianapopa.upb@gmail.com IMST Faculty, Room CK 110	dianapopa.upb@gmail.com IMST Faculty, Room CK 110

Course description:

By following the *Organizational Management* course, students will develop a view of organizational management principles and an understanding of their application in a variety of work settings and organizational contexts. Course topics are:

- Introduction in organizational management: definitions, concepts, theoretical delimitation.
- The theory of scientific management. - The works of Frederick Taylor, Henri Fayol.
- The bureaucracy and the concept of limited rationality.
- Organizational diversity: types and forms.
- Globalization and transnational corporations.
- Organizations and their environment. Cases of organizational cultural change.
- The structure of organizations. The organigram vs. the sociogram.
- Motivation and performance in organizations.
- Instruments for identifying the motivations and values of employees.
- Decision making models in organizations.
- Between manager and leader: Similarity and differences.
- What is leadership? Trends in leadership theory and research.
- XXI st century management - virtual teams and adhocracies.
- XXI st century management – virtual organizations.

Seminar / Laboratory / Project description:

Debates, group activities and case studies will be used. Case studies and representative texts from the organizational management literature will be provided for facilitation of better understanding

of the presented theories. Seminar topics include:

- Case study: The Ford plant organizational design
- Yesterday's bureaucracy and today's bureaucracy – The work of Max Weber on bureaucracy
- Globalization and transnational corporations – Case studies
- The organigram vs. the sociogram. Designing and analysis
- Elton Mayo and the Hawthorne investigation. The work of Abraham Maslow
- The works of Douglas McGregor, Edgar Schein
- XXI st century management - Case studies

Intended learning outcomes:

Students will develop a view of organizational management principles and an understanding of their application in a variety of work settings and organizational contexts. Students will acquire a framework for analyzing the levels of organizational design. Students will familiarize themselves with the specific modern challenges related to the virtual model of organization. Students will participate in discussions and debates in order to apply the concepts studied during the course.

<i>Assessment method:</i>	% of the final grade	Minimal requirements for award of credits
Written exam	20%	At least 22.5 points for the Seminar At least 50 points out of a total of 100 points.
Report / project		
Homework		
Laboratory/Seminar	45%	
Other	35%	

References:

Easterby-Smith, M.; Marjorie A. Lyles (Editors), (2003), The Blackwell Handbook of Organizational learning and knowledge management. Blackwell Publishing.
 Hatch, M.; Cunliffe, A. (2006), Organization Theory: Modern, Symbolic, and Postmodern Perspectives, OUP Oxford.
 Hofstede, G. (2001), Culture's Consequences: Comparing Values, Behaviours, Institutions and Organizations Across Nations. Second Edition, Sage Publications.
 Pugh, D. (2008), *Organization Theory. Selected Classics Readings*. Penguin Book

Prerequisites:

Co-requisites

(courses to be taken in parallel as a condition for enrolment):

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Additional relevant information:

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Date: 11. 07. 2016

Professional degree, Surname, Name: Assistant Professor Diana Mariana Popa, PhD.