

# Module Documentation



**MGMT07050**

Organisation Design

Contents of this document are copyright of Galway Mayo Institute of Technology



# MGMT07050

## Organisation Design

Short Title	Org Design		
Full Title	Organisation Design		
Attendance	N/A	Discipline	345 MANAGEMENT & ADMIN
Coordinator	Maureen Melvin	Department	Business
Official Code	MGMT07050	NFQ Level	07
		ECTS Credit	05

### Module Description

The aim of this module is to provide students with a thorough knowledge of issues that needs to be considered when designing or re-designing of an organisation structure in order to achieve the business goals within an ever changing business environment.

### Learning Outcomes

*On completion of this module the learner will/should be able to*

1. Discuss the role of organisation theories (classical and modern theories) in relation to organisation design
2. Conceptually the relationship between organisational theory and organisational structure and their suitability for use within organisations
3. Examine how various factors can influence an organisation as it develops, grows and decline, along with complexities of change initiatives
4. Explain the role of production technology in the provision of products and/or services and how it impacts on the organisational design and structure
5. Interpret how organisation design can be used to maximise the returns for the business

### Teaching and Learning Strategies

This module will be delivered through lectures and tutorials

### Assessment Strategies

The assessment strategy will be in line with GMIT Marks and Standards. The assessment will consist of a C/A during the semester worth 40% in the form of a written report and an end of semester examination worth 60%. This assessment strategy will assess that the student have achieved the module learning outcomes.

### Repeat Assessment Procedures

The repeat process will be a 2 hour written examination.

### Assessment Facilities

None

### Module Dependencies

### Prerequisite Modules

Students would need to have a knowledge of Management Principles

### Corequisite Modules

None

### Incompatible Modules

None

### Indicative Syllabus

#### Introduction to Organisation Design: 30%

- Organisation design overview
- History of organisation design - theories, the classical and modern organisational theories
- Organisation design factors (structure, people, processes, and technology)

#### Organisation Structure and Design: 35%

- Organisation life-cycle, size, growth, and development, along with the impact of change
- Structural Issues and factors:
  - ◆ Strategy/Goals/Objectives
  - ◆ Formal / informal organisation
  - ◆ Authority and power
  - ◆ Tall and flat organisations
  - ◆ Centralisation vs. de-centralisation.
  - ◆ Types of organisation structures.
  - ◆ Performance measurements and feedback
- Organisation culture
- Learning organisation & knowledge management

#### Organisation design and their environments: 35%

- The impact of production technology on organisation design
- Aligning the organisation structure to the business strategy decisions to meet the external and internal business environmental factors
- Managing and implementing the business challenges along with the role of ethics that management and employees can play in pursuing the organisational goals

### CourseWork / Assessment Breakdown

CourseWork / Continuous Assessment	40 %
------------------------------------	------

End of Semester / Year Formal Examination	60 %
---	------

#### Coursework Assessment Breakdown

Description	Outcome Assessed	% of Total	Assessment Week
Continuous Assessment	1,2,3,5	40	Week 8

#### End Exam Assessment Breakdown

Description	Outcome Assessed	% of Total	Assessment Week
Final Exam Final Exam	1,2,3,4,5	60	End of Term

#### ACCS Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
------	----------	-------------	-------	-----------	----------------

Total Average Weekly Learner Workload 0.00 Hours

#### Open Learning Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
------	----------	-------------	-------	-----------	----------------

Total Average Weekly Learner Workload 0.00 Hours

#### Distance Learning Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
------	----------	-------------	-------	-----------	----------------

Total Average Weekly Learner Workload 0.00 Hours

#### Part Time Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
------	----------	-------------	-------	-----------	----------------

Total Average Weekly Learner Workload 0.00 Hours

#### Full Time Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
Lecture	Lecture Theatre	Lecture	2	Weekly	2.00
Tutorial	Flat Classroom	Other	1	Weekly	1.00

Total Average Weekly Learner Workload 3.00 Hours

Online Learning Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
------	----------	-------------	-------	-----------	----------------

Total Average Weekly Learner Workload 0.00 Hours

Module Resources

Module Book Resources

None

Module Alternate Book Resources

None

Module Other Resources

Daft, R., Murphy, J., Willmott, H., (2010), Organisation Theory & Design, South West Publishing.

Jones, G.R., (2009), Organisational Theory, Design, & Change ,(6th edition), Prentice Hall

Worren, N., (2012), Organisation Design, 1st edition, Pearson

Module URLs

Note - Relevant articles from Management Journals will be used in this programme. **Students can access other scholarly journals online. A number of services are provided by the Library staff that enable students to borrow books and material from other libraries.**

Additional Information

None

ISBN BookList

Book Details

Thomas G. Cummings - University of Southern California Christopher G. Worley - Pepperdine University 2008 *Organization Development & Change (International Student Edition, Ninth Edition)* Southwestern Cengage Learning

ISBN-10 0324580533 ISBN-13 9780324580532

Gregory Kesler 2010 *Leading Organization Design: How to Make Organization Design Decisions to Drive the Results You Want* Jossey-Bass

ISBN-10 0470589590 ISBN-13 9780470589595

## Approval Information

School Approval by Deirdre Lusby on 16-04-2015

Academic Council on 25-05-2015

## Programme Membership

Code	Intake Year	Programme Title
GA_BBENG_H08	201500	Bachelor of Business (Honours) with Entrepreneurship
GA_BBENG_B07	201500	Bachelor of Business with Entrepreneurship
GA_BBUAG_H08	201500	Bachelor of Business (Honours)
GA_BBUSG_B07	201500	Bachelor of Business