



# ORGANIZATION THEORY-STRUCTURE AND DESIGN

**PROF. Z. RAHMAN**

Department of Management Studies  
IIT Roorkee

**TYPE OF COURSE** : Rerun | Core | PG

**COURSE DURATION** : 8 weeks (24 Jan' 22 - 18 Mar' 22)

**EXAM DATE** : 27 Mar 2022

**PRE-REQUISITES** : Any business graduate can opt for this course

**INTENDED AUDIENCE** : M.B.A. & M.Com.

**INDUSTRIES APPLICABLE TO** : All companies, irrespective of their industry, would value this course

**COURSE OUTLINE :**

Organization Theory is one of the most interesting and relevant sub-disciplines within the administrative sciences. This course provides a comprehensive view on organization theory. The real-life examples discussed throughout the course make it a useful and handy tool to understand the nuances of organization theory. The course is divided into four parts. First part starts with the detailed overview of organization theory and discusses its evolution. It, also, elaborates organizational effectiveness and the dimensions of organizational structure. Second part covers the determinants of structure. The topics discussed in this part include: strategy, organizational size, technology, environment and power control. Third part discusses about the organizational design options, bureaucracy and adhocracy. Finally, contemporary issues in organization theory covering management of environment, organizational evolution and organizational change, culture and conflict are discussed in the fourth part.

**ABOUT INSTRUCTOR :**

Prof. Zillur Rahman is a Professor in the Department of Management Studies, Indian Institute of Technology, Roorkee. He received his B.Sc. (Hon.) Mathematics, MBA and Ph.D from Aligarh Muslim University, India. Prof. Rahman has more than 20 years of experience in academia. He has delivered research talk in many countries including USA, Switzerland, Germany, France, Italy and Turkey. He has published research papers in reputed international papers including the Journal of Cleaner Production, Journal of Service Marketing, Telematics and Informatics, International Journal of Contemporary Hospitality Management, among others. Prof. Rahman is recipient of Highly Commended Paper in Emerald Literati Network Awards for Excellence, 2016. Prof. Rahman is also the recipient of Commendable Faculty Award in the domain Business, Management and Accounting, 2018.

**COURSE PLAN :**

**Week 1:** Introduction: What's It All About

**Week 2:** Introduction: What's It All About (Cont'd)

**Week 3:** The Determinants: What Causes Structure

**Week 4:** The Determinants: What Causes Structure (Cont'd)

**Week 5:** Organizational Design: Choosing the Right Structural Form

**Week 6:** Organizational Design: Choosing the Right Structural Form (Cont'd)

**Week 7:** Applications: Contemporary Issues In Organization Theory

**Week 8:** Applications: Contemporary Issues In Organization Theory (Cont'd)