

ALLAMA IQBAL OPEN UNIVERSITY, ISLAMABAD
(Department of Business Administration)

Course: Organization Theory and Design (8710) Semester: Autumn, 2012
Level: MS (1.5 Years)

CHECKLIST

This packet comprises the following material:

1. Text Book
2. Assignment No. 1 and 2
3. Course Outlines
4. Assignment Forms (2 sets)
5. Schedule for submitting the assignments

In this packet, if you find anything missing out of the above-mentioned material, please contact at the address given below:-

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(Department of Business Administration)

WARNING

- 1. PLAGIARISM OR HIRING OF GHOST WRITER(S) FOR SOLVING THE ASSIGNMENT(S) WILL DEBAR THE STUDENT FROM AWARD OF DEGREE/CERTIFICATE, IF FOUND AT ANY STAGE.**
- 2. SUBMITTING ASSIGNMENTS BORROWED OR STOLEN FROM OTHER(S) AS ONE'S OWN WILL BE PENALIZED AS DEFINED IN "AIOU PLAGIARISM POLICY".**

Course: **Organization Theory and Design (8710)**
Level: **MS (1.5 Years)**

Semester: **Autumn, 2012**
Total Marks: **100**
Pass Marks: **50**

ASSIGNMENT No. 1
(Units: 1–5)

Note: Attempt all questions.

- Q. 1 Discuss all dimensions of organization design and theory in action. Analyze its application in Pakistani industry. **(20)**
- Q. 2 What factors concerning organization structure are to be kept in mind while entering into the global arena? What is transnational organization model and does it support the element of cultural differences? Provide examples from Pakistani industry. **(20)**
- Q. 3 Discuss types of organizational structures in textile industry in Pakistan and highlight pros and cons associated with each type. **(20)**
- Q. 4 Discuss the following:
- a) Role of strategic direction in organization design. **(10)**
 - b) Organizational strategies in Pakistani industry. **(10)**
- Q. 5 How do external factors affect organizational designs in Pakistan? Discuss with examples. **(20)**

ASSIGNMENT No. 2
(Units: 6–9)

Total Marks: 100
Pass Marks: 50

Note: Attempt all questions.

- Q. 1 How do internal factors affect organizational designs in Pakistan? Discuss with examples. **(20)**

- Q. 2 Organization decision-making, conflict resolution, power and politics dimensions of a public sector organization in Pakistan are inefficient, analyze. (20)
- Q. 3 Evaluate its life cycle a recently deceased bank in Pakistan. Highlight the key size and structural design flaws that could have prevented its death. (20)
- Q. 4 Lehman Brothers was too big to fail, discuss. (20)
- Q. 5 Discuss the organizational innovation introduction in Pakistani industry. (20)

GUIDELINES FOR ASSIGNMENTS:

You should look upon the assignments as a test of knowledge, management skills, and communication skills. When you write an assignment answer, you are indicating your knowledge to the teacher:

- Your level of understanding of the subject;
- How clearly you think?
- How well you can reflect on your knowledge & experience?
- How well you can use your knowledge in solving problems, explaining situations, and describing organizations and management?
- How professional you are, and how much care and attention you give to what you do?

To answer a question effectively, address the question directly, bring important related issues into the discussion, refer to sources, and indicate how principles from the course materials apply. You must also be able to identify important problems and implications arising from the answer.

For citing references, writing bibliographies, and formatting the assignment, APA format should be followed.

ORGANIZATION THEORY AND DESIGN DETAILED COURSE OUTLINE Course Code (8710)

Unit No. 1 Organization Theory and Design

- 1.1 Organization Theory in Action
- 1.2 Dimensions of Organization Design
- 1.3 Mintzberg's Organizational Types
- 1.4 Application in Pakistani Industry

Unit No. 2 Organization Structure

- 2.1 Different Types of Organizational Structures
- 2.2 Studying Organizational Structures Visible in Pakistan

- Unit No. 3 Organizational Strategy**
 - 3.1 Strategic Organizational Designing
 - 3.2 Different Approaches to Organizational Effectiveness
 - 3.3 Pakistani Industry and Organizational Strategies

- Unit No. 4 External Factors and Design**
 - 4.1 Relationship Between Organizations
 - 4.2 External Factors and Organizational Design Developments
 - 4.3 Effect of External Factors on Organizational Designs in Pakistan

- Unit No. 5 Global Organization Design**
 - 5.1 Entering Global Arena
 - 5.2 Designing Structure to Fit Global Strategy
 - 5.3 Transnational Model of Organizations in Pakistan

- Unit No. 6 Internal Factors and Design**
 - 6.1 Information and control Processes
 - 6.2 Workplace Technology and Design
 - 6.3 Effect of Internal Factors on Organizational Designs in Pakistan

- Unit No. 7 Organization Size and Life Cycle**
 - 7.1 Organization Life Cycle
 - 7.2 Organizational Size, Bureaucracy, and Control
 - 7.3 Application in Pakistani Industry

- Unit No. 8 Managing Organizational Dynamic Processes**
 - 8.1 Organizational Conflict and Politics
 - 8.2 Organizational Decision- Making
 - 8.3 Application in Pakistani Industry

- Unit No. 9 Organizational Innovation-Dynamic Organization Process**
 - 9.1 Strategy and Change
 - 9.2 Learning Organizations
 - 9.3 Organizational Innovation in Pakistan

Recommended Books:

Daft L. R. (2009). *Organization Theory and Design* (10th ed.). Ohio, U.S.A.: South-Western College Pub