

Course ID	Course Description	Course Objectives
<p>ESCD 7310 <b>Organizational Theory and Assessment</b></p>	<p>There are many views of the nature, rise, form, dynamics, and evolution of organizations and their inter-relationships. This course will introduce key issues and positions on some of these perspectives, and extend their application to health care institutions and organizations.</p> <p>This course will be taught from three perspectives. One is as a history of ideas, where classic texts are considered first and subsequent developments are presented as reactions to these viewpoints. A second is to teach the theories as independent of one another and as being self-contained. This approach focuses on the coherent aspects of the theory and its strengths and weakness. Third, one can teach from a particular point of view, derived from empirical work, an integration of theoretical reading, and from intuition. The choice of approach is also influenced by the intended applications of the derived knowledge. In this latter case, I assume two: 1) a basic understanding of organizational behavior that informs us about the evolving environment in which we work; 2) as a researcher.</p> <p>Limitations of time necessitate a focus, which is primarily on theoretical developments over the past 40 years. Particular attention is given to how organizations function in their environments and organizational fields. Classic macro-organizational perspectives, such as the work</p>	<ol style="list-style-type: none"> <li>1. List prominent theoretical and/or paradigmatic perspectives on organizations.</li> <li>2. Compare and contrast the way in which the choice of any perspective affects and limits consideration of the operational components of an organization and its relationships;</li> <li>3. Describe the financing, regulatory, and delivery system affecting health care and articulate how these are inter-related with organizational structure;</li> <li>4. Apply the theoretical concept of power to analyses of the professions as a unique force in health organizations.</li> <li>5. Identify the theoretical bases of organizational behavior and the way in which it differs continually from organization theory.</li> <li>6. Demonstrate research skill in organizational model development through the development of a plan for analysis of their own organization.</li> </ol>

	<p>of Weber conceptualizing organizations as rational systems or the work of Simon and others identifying organizations as organic systems, will be examined. Included is material directed to the sociology of work and human resource dimensions of organizations, and similar theories that purport to explain individual behavior and performance within organizations. Also included is literature specific to management and management theory. A brief reading list covering classical concepts is appended to the syllabus.</p> <p>Enrollment in the course is limited to doctoral students.</p>	
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