

Dr. Warren
POLS6320 -01/Organizational Theory and Behavior
Fall 2023, August 23 – Dec. 6, 2023
Room 144, McGannon Hall

Course Description

This course focuses on how organizations function from various perspectives. How could any person working in an organization, especially anyone aspiring to function at a managerial level in an organization, not want to understand how organizations work? This course is one of the most interdisciplinary courses taught at SLU, as well as any university. In fact, years ago I was asked by the Graduate School to examine the number of organizational theory and behavior courses taught at SLU. The reason was that the Graduate School was concerned that too many organizational theory and behavior courses were taught at SLU, so the Graduate School sought to eliminate some of these courses in the name of efficiency. I found that seven departments were teaching organizational theory and behavior. This should tell you something about how relevant this course is to so many disciplines. For the record, no department wanted to stop teaching this course in their department because their approach was more suitable for their students.

In the past several years SLU has "played around" with so many different ideas about how to make SLU more cost-effective and better at promoting their organizational goals/mission. Ideally, all organizations try to make their organizations better, whether they are public or private organizations, big or small, for-profit or not-for-profit. Managers, as well as stakeholders, do not want their organizations to fail, yet many do every year. In this course we will explore the "makings" of organizations. We will examine organizational structures and management theories. We will study classics in organizational theory and behavior to gain insights into organizations. We will also study what organizational theorists said about organizations long ago, as well as what modern organizational theorists say about organizations today. What we will find is that theorists of the distant past say things that are not that much different than what organizational theorists say today. This is because all organizational theorists and managers have one basic goal in common. How can we make this organization work to achieve our objectives, whether it was Julius Caesar wanting his army to fight better or GM wanting to sell more cars or the EPA wanting to improve air and water quality? The focus has always been on organizational basics: how should we structure our organization, how can we use workers more efficiently and effectively, and how can we promote a healthy and productive organizational culture? In this course we will examine all of the above. We will spend more time on public organizations.

By the way, I have always been fascinated with organizations. My doctoral dissertation focused on employee turnover due to intense dissatisfaction ultimately resulting in enough stress to cause workers to quit. I am p6 nBT/F1 11.01.04 Tf.48 238.37 Tm20 GsT/F1 11.04 Tf1 0 0 1 2ant thisetization0leo

without the knowledge or consent of the instructor, and colluding with another student or students to engage in academic dishonesty.

Any clear violation of academic integrity will be met with appropriate sanctions. Possible sanctions for violation of academic integrity may include, but are not limited to, assignment of a failing grade in a course, disciplinary probation, suspension, and dismissal from the University. Students should review the College of Arts and Sciences policy on Academic Honesty, which can be accessed on-line at <http://www.slu.edu/college-of-arts-and-sciences-home/undergraduate-education> under "Quicklinks for Students" or in hard copy form in the Arts and Sciences Policy Binder in each departmental or College office.

Students with Special Needs - Disability Services

<http://www.slu.edu/x24491.xml>

Any student who feels that he/she may need academic accommodations in order to meet the requirements of this course—as outlined in the syllabus, due to presence of a disability, should contact the Office of Disabilities Services . Please telephone the office at 314-977-8885, or visit Suite 331 in the Busch Student Center. Confidentiality will be observed in all inquiries.