	The University of Jordan **School of Engineering** **Industrial Engineering Department**	**الجامعة الاردنية** **كلية الهندسة والتكنولوجيا** **قسم الهندسة الصناعية**

SPRING 2025 (2ND 2024/2025)

Course name:	Organization Design and Control
Course code:	0936401
Credits hours	3
Contact hours/room:	Sec1: Mon, Wed 10:00-11:30 (IE001)
Course instructor's name, E-mail, and phone:	Dr Mohannad Jreissat m.jreissat@ju.edu.jo
Course Coordinator:	Dr Mohannad Jreissat
Textbook:	Jones, G. R., Organizational Theory, Design, and Change Prentice Hall Inc., New Jersey 7th edition
Other references:	Lecture Handouts
Course Description:	This course aims to provide essential frameworks and techniques for organizational design and support leadership teams during change. It features an interactive system with practical concepts, case studies, examples from leading companies, and relevant applications. The course examines strategies for building effective organizational structures in various environments, emphasizing key management decisions on environmental niches and structural configurations and developing policies and practices to enhance performance. Ultimately, it is to turn students into skilled analysts of organizational structures and processes, equipping them with the tools necessary to become effective consultants or leaders within organizations.
Providing Department:	Industrial Engineering
Prerequisite Course:	Production Planning and Control (0906421)
Course Type	Elective

Assessment Methods: (Tentative)

Method	Weight %	Date
Midterm Exam	30 %	
Quizzes, Homework, Participation, and Mini project (any or all)	20 %	
Final Exam	50 %	

Course Learning Outcomes:

#	After successful completion of this course, the student will be able to	SO	Target
CLO1	Understand organizational design and change involves recognizing environmental influences on organizations. This enables managers to align their organizations with the internal and external environment, link components to strategy, and develop consulting capabilities and skills through effective questioning and diagnosing root causes.	**2,4,5**	
CLO2	Explore frameworks that depict the environment as a source of uncertainty and	**2,4,5**	

		theories on organizational responses. Additionally, Resource Dependency Theory investigates how organizations handle scarce resources.		
	CLO3	Examine top managers' roles, the claims and obligations of various stakeholders, and the ethical issues managers face with these groups.	**5**	
	CLO4	Examine the principles by which organizations operate and the options available for designing and redesigning their structures and cultures to align with the environment.	**2,4,5**	
	CLO5	Analyze how organizations adapt their structures and strategies to align with external conditions.	**2,4,5**	
	CLO6	Explore various theories that outline different competencies and technologies, highlighting their influence on organizational structure and culture.	**1,4,5**	
	CLO7	Address the challenges associated with redesigning organizations to enhance effectiveness, with particular emphasis on innovation, the efficient use of information technology, and the necessity for rapid adaptability to change.	**1,3,4, 5**	

	# of Week	**Topic**
A brief list of topics	1	Organizations and Organizational Effectiveness
	2	Stakeholders, Managers, and Ethics
	3-4	Organizing in a Changing Global Environment
	5-6	Basic Challenges of Organizational Design
	7-8	Designing Organizational Structure: Authority and Control
	9-10	Designing Organizational Structure: Specialization and Coordination
	11	Creating and Managing Organizational Culture
	12-13	Organizational Design and Strategy in a Changing Global Environment
	14	Organizational Design, Competences, and Technology
	15	Types and Forms of Organizational Change
Important Notes:	• Class notes, in-class drills, and any handout you receive from the instructor are required as part of the course. • Do not hesitate to ask questions. • The student is required to bring a notebook and take notes in classes. • Students are expected to attend every class session, and they are responsible for all material, announcements, schedule changes, etc., discussed in class. • Discuss the assignments (the ungraded assignments) with your classmates. • If the assignment is declared graded, students MUST work on it individually. No late assignment will be accepted. • Do not Cheat; direct copying of others' work will NOT be allowed or tolerated and will result in a grade reduction. If a student is found cheating in an exam or assignment, even signing the roll sheet for another student, he/she will be given		

	an "F" for the course. There will be no exceptions. • All cases of academic dishonesty will be handled per university policies and regulations. JU policy requires the faculty member to assign a ZERO grade (F) if a student misses 15% of the classes that are not excused and 20% of the classes that are excused. • Students are expected to be ready to take a quiz any time they have a class. There will be no make-up quizzes or homework. • Any student with disabilities who needs accommodations in this course is encouraged to speak with the instructor as soon as possible to make appropriate arrangements for these accommodations.

The B.Sc. in Industrial Engineering program enables students to achieve, by the time of graduation, the following program learning outcomes (SOs)			
1	*An ability to identify, formulate, and solve complex engineering problems by applying principles of engineering, science, and mathematics*	*5*	*An ability to function effectively on a team whose members together provide leadership, create a collaborative and inclusive environment, establish goals, plan tasks, and meet objectives*
2	*An ability to apply engineering design to produce solutions that meet specified needs with consideration of public health, safety, and welfare, as well as global, cultural, social, environmental, and economic factors*	*6*	*An ability to develop and conduct appropriate experimentation, analyze and interpret data, and use engineering judgment to draw conclusions*
3	*An ability to communicate effectively with a range of audiences*	*7*	*An ability to acquire and apply new knowledge as needed, using appropriate learning strategies.*
4	*An ability to recognize ethical and professional responsibilities in engineering situations and make informed judgments, which must consider the impact of engineering solutions in global, economic, environmental, and societal contexts*		