

**NIVEAU « LICENCE »**

---

# PORTAIL ÉCONOMIE GESTION

ORGANIZATION THEORY

UE 4, semestre 1

**ENSEIGNANT :**

Nom : Somsing  
Prénom : Autcharaporn  
Mail : [autcharaporn.somsing@unice.fr](mailto:autcharaporn.somsing@unice.fr)

**OBJECTIFS DE L'ENSEIGNEMENT :**

This course aims to provide the basic understanding and introduction to organization theory. There are three main objectives:

1. After the course, the students are able to understand the main theories of organization and their evolutions.

2. Able to explain how organization theories could contribute to the way of management in nowadays and future for an organization to be most effective.
3. Understand the relations of control and coordination in diverse organizational designs and also understand the importance and concept of organizational culture in related to different organizational designs.

## PLAN / SOMMAIRE :

1. Classical theory: 5h. Study the key authors and theories in classical period (such as Tylor, Ford, Weber)
2. Human relations: 5h. Understand the evolutions of organization theory when the focus has been changed to human relations. Study importance theories related from important authors including Mayo, Lewin, Herzberg, McClelland and some others.
3. Organizational design: 5h. Justify different designs of organization and how each type of organization can fit with different styles of management.
4. Organizational culture: 5h. Get a better idea on how organizational culture can occur and its influence on management.

## ELEMENTS BIBLIOGRAPHIQUES :

- Bate, P., Khan, R., & Pye, A. 2000. Towards a culturally sensitive approach to organization structuring: Where organization design meets organization development, *Organization Science*, 11(2), 197-211.
- Harrison, G. L., McKinnon, J. L., Panchapakesan, S., & Leung, M. 1994. The influence of culture on organizational design and planning and control in Australia and the United States compared with Singapore and Hong Kong, *Journal of International Financial Management and Accounting*, 5(3), 242-261.
- Helfat, C. E., & Karim, S. 2014. Fit between organization design and organizational routines, *Journal of Organization Design*, 3 (2), 18-29.

Jones, G. R. 2013. *Organizational Theory, Design, and Change*. Harlow : Pearson

Mosurovic, M. & Kutlaca, D. 2011. Organizational design as a driver for firm innovativeness in Serbia, *The European Journal of Social Science Research*, 24(4), 427-447.

Richard D. Daft (2013), *Organization Theory and Design* (11th ed.), Mason, OH: South-Western, Cengage Learning.

Rojot J., *Théorie des Organisations*, Eska 2007 (2ème édition)