

MT-453 Organization Design and Implementation

Macro versus micro perspectives of organization: a historical perspective on the organizational structure and functions, closed and open system organizations, Characteristics of open system organizations. Contextual dimensions of organizational design: internal & external environment, mission-goals strategies and organizational effectiveness models, Size life cycle and decline of organizations, technology, organizational culture and behavior, structural dimensions of organizational design, formalization, specialization, hierarchy of authority, complexity, centralization-decentralization, professionalism, and personnel ratios. Fundamentals of organizational designs: types of organizational designs, designs for global competition, organizational innovation. Change and reengineering: information technology and organizational control, culture and ethical values, models of decision making processes, power and political paradigm, interdepartmental and inter organizational conflicts and relationships, organizational change and development.

Recommended Books:

1. "Organizational Design", Richard M. Burton, Gerardine Desanctis, Borge Obel, Cambridge University Press, 2nd Edition, 2011.
2. "Organizational Strategy", Structure and Process, Stanford University Press, 2003.