

**University of Arkansas - Fort Smith**  
**5210 Grand Avenue**  
**P. O. Box 3649**  
**Fort Smith, AR 72913-3649**  
**479-788-7000**

## **General Syllabus**

### **LEAD 4123 Organizational Theory**

Credit Hours: 3

Lecture Hours: 3

Laboratory Hours: 0

Prerequisite or corequisite: LEAD 3603 Foundations of Organizational Leadership or consent of department head.

Effective Catalog: 2018-2019

#### **I. Course Information**

##### **A. Catalog Description**

Examines the relationships between the organization and its environment and timely decision-making. Structural dimensions of the workplace, such as power and politics, are analyzed. Case studies and historical perspectives are critically examined.

##### **B. Additional Information - None**

#### **II. Student Learning Outcomes**

##### **A. Subject Matter**

Upon successful completion of this course, the student will be able to:

1. Define the dimensions of an organization within a global society's perspective.
2. Identify emerging challenges which face organizations within the global workplace.
3. Apply theories of organizational design to specific global corporations and industries.
4. Define and apply strategic models to organizational missions and measures of effectiveness.
5. Identify and apply structural forms to horizontal and virtual networks.
6. Identify and apply key environments with organizations and their roles in implementing change.

##### **B. University Learning Outcomes**

This course enhances student abilities in the following areas:

**Analytical Skills**

**Critical Thinking** - The student will identify a problem, isolate its components, organize information for decision making, establish criteria for evaluation, and draw appropriate and creative conclusions through participation in problem-solving and troubleshooting activities.

**Communication Skills (written and oral)**

The student will express ideas and concepts through descriptive writing assignments.

**Ethical Decision Making**

The student will reach workable consensus regarding policy and decisions of ethics applications in the workplace.

**Global and Cultural Perspectives**

The student will work with others from diverse backgrounds as well as apply course concepts to international contexts.

**III. Major Course Topics**

- A. Organizational theory and its environments
- B. Trends and challenges in the global environment
- C. Historical interpretations of organizational theory and design
- D. Structural dimensions of organizations
- E. Strategic models for organizational change and sustainability