



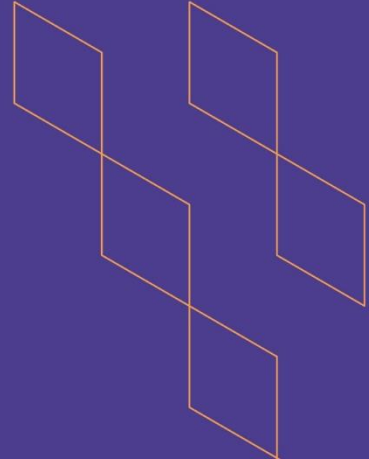
Course Specification





T-104
2022

Course Specification



Course Title: Organization Structure and Design
Course Code: HRM 303
Program: Bachelor
Department: Human Resource Management
College: Business Administration, Al Kharj
Institution: Prince Sattam Bin Abdulaziz University , Al Kharj
Version: 2022-23
Last Revision Date: 21/03/2023



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A. General information about the course:

Course Identification	
1. Credit hours:	
2. Course type	
a.	University <input type="checkbox"/> College <input type="checkbox"/> Department <input checked="" type="checkbox"/> Track <input type="checkbox"/> Others <input type="checkbox"/>
b.	Required <input type="checkbox"/> Elective <input type="checkbox"/>
3. Level/year at which this course is offered:	9 th Trimester
4. Course general Description	4 credit hours
5. Pre-requirements for this course (if any):	HRM 302
6. Co- requirements for this course (if any):	Not applicable
7. Course Main Objective(s)	

1. Teaching mode (mark all that apply)

No	Mode of Instruction	Contact Hours	Percentage
1.	Traditional classroom	44	100
2.	E-learning		
3.	Hybrid <ul style="list-style-type: none"> • Traditional classroom • E-learning 		
4.	Distance learning		

2. Contact Hours (based on the academic semester)

No	Activity	Contact Hours
1.	Lectures	44
2.	Laboratory/Studio	
3.	Field	
4.	Tutorial	
5.	Others (specify)	
	Total	44



B. Course Learning Outcomes (CLOs), Teaching Strategies and Assessment Methods

Code	Course Learning Outcomes	Code of CLOs aligned with program	Teaching Strategies	Assessment Methods
1.0	Knowledge and understanding			
1.1	Describe the conceptual framework of Organizational structure & design			Assignments, Quizzes, Mid – Term, Project and Final Exam
1.2	Outline various Organizational design and their Types			Assignments, Quizzes, Mid – Term, Project and Final Exam
1.3	Reproduce the functional knowledge of OSD and its application in corporate world in different cultural and environmental set-ups			Assignments, Quizzes, Mid – Term, Project and Final Exam
2.0	Skills			
2.1	Develop understanding of determinants of organizational structure & design and structuring/ restructuring & designing / re-designing organizational frameworks & systems.			Evaluation of Group Discussions and feedback
2.2	Explain analytical skill and interpret structure and design of organization.			Evaluation of Group Discussions and feedback
2.3	Demonstrate professional skills to deal with people related issues during the process of			Evaluation of case analysis in Teams, class presentations, Group Project





Code	Course Learning Outcomes	Code of CLOs aligned with program	Teaching Strategies	Assessment Methods
sions and feedback	structuring and designing of organization			evaluation & feedback on discussions.
2.4	Evaluate and judge the critical understanding of human Relations approach with people related issues during the process of structuring and designing of organization			Home Assignment, Quiz, Midterm, and One Final Examination
3.0	Values, autonomy, and responsibility			
3.1	Modify the critical understanding of human Relations approach of Organizational structure and ability to work in groups.			Discussion-based lectures Home assignments Group Discussion
3.2	Demonstrate professional skills to deal with people related issues during the process of structuring and designing of organization			Presentation, Group Discussion , Role Playing and Business games
3.3	Evaluate and judge the critical understanding of human Relations approach with people related issues during the process of structuring and designing of organization			Class Lecture, Group Discussion, Case Discussion

C. Course Content

No	List of Topics	Contact Hours
1.	Introduction to organizational theories- type 1- to type-4	8



2.	Dimensions of Organizational Structure(OS)-complexity, formalization and centralization	8
3.	Determinants of OSD: strategy, size, technology, environment and power control.	8
4.	Organizational design: Types of design and options – the structural – functional context: simple structure, machine bureaucracy, mechanical, adhocracy, matrix, network structure	12
5.	Application and issues related to OSD: Environmental and cultural issues	8
Total		44

D. Students Assessment Activities

No	Assessment Activities *	Assessment timing (in week no)	Percentage of Total Assessment Score
1.	Home Assignment (At least two)	3 rd and 9 th	5%
2.	Case Study / Class participation / Presentation	7 th	5%
3.	Mid Term Examination-I	7 th	2%
4.	Quiz (At least two)	3 rd and 9 th	15%
5.	Final Examination	12 th	50%

*Assessment Activities (i.e., Written test, oral test, oral presentation, group project, essay, etc.)

E. Learning Resources and Facilities

1. References and Learning Resources

Essential References	S. Robbins & Mary Mathew : Organizational Theory: structure, design and applications; 3 rd Revised Edition, Reprint 2009, PH, New Delhi, ISBN 978-81-317-1730-1
Supportive References	<ul style="list-style-type: none"> • R.Daft: Organizational Design, PHI • Hall, H Ricahrd: Organization Structure proceses and outcomes, PHI • Selwyn & Neuhauser: The Efficient Organization: New York, Elsevier: 1975 • Californian Management Review: ISSN: 0008-1256 • Academy of Management Review: ISSN: 0363 7425 • Academy Science Quarterly: ISSN: 001 8392
Electronic Materials	Websites on the internet that are relevant to the topics of the course like: Emerald/Ebsco data base www.Wikipedia.com www.Google.com/statistics Saudi Digital Library
Other Learning Materials	Multimedia associated with the text book and the relevant websites



2. Required Facilities and equipment

Items	Resources
facilities (Classrooms, laboratories, exhibition rooms, simulation rooms, etc.)	Indicate requirements for the course including size of classrooms and laboratories (i.e. number of seats in classrooms and laboratories, extent of computer access etc.)
Technology equipment (projector, smart board, software)	(AV, data show, Smart Board, software, etc.) Computer with internet connection and unique data sets for each student as per the class
Other equipment (depending on the nature of the specialty)	

F. Assessment of Course Quality

Assessment Areas/Issues	Assessor	Assessment Methods
Students Feedback through survey:	Students	At the end of each academic semester, students' feedback is taken. A survey form entitled, Course Evaluation Survey (CES) provided by NCAAA is administered by Quality & Development Unit regularly using the Survey Monkey portal. In the CES, Q.No.5 to Q.No.9 reflects the students' opinion on the effectiveness of teaching. Further, students can also provide their feedback on the effectiveness of teaching using the open ended questions given at the end of CES.
Peer-Observation:	Faculty	A senior faculty from the college/department nominated by DC visits the class and observes at least 2-3 classes during the entire semester. Peer observer provides his feedback on a template provided by Deanship of Development & Quality





Assessment Areas/Issues	Assessor	Assessment Methods
		viz. class observation form for developing the teaching learning process.
Self-Assessment:	Self	At the end of each semester, the course instructor self-reflects his experiences during the semester and prepares the course report, which is discussed at the DC/CC for further improvement.
Other		

Assessor (Students, Faculty, Program Leaders, Peer Reviewer, Others (specify))

Assessment Methods (Direct, Indirect)

G. Specification Approval Data

COUNCIL /COMMITTEE	
REFERENCE NO.	
DATE	21/03/2023

