



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (PGDM)
Academic Year (2018-2019)

Programme Name: PGDM

Trimester: III

Name of the subject: Organisation Design

Maximum marks: 100

No. of Sessions: 10

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Learning Objectives:

- Comprehend the complexities involved in designing and structuring of an organisation
 - Assimilate the styles and applications of a variety of structures and strong nexus they have with various forces, internal as well as external, acting upon them.
 - Appreciating inevitability of change study causes, impact and ways to manage the same
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Reference Books:

Book 1 : Organisation Design and Development by MG Rao , VSP Rao

Book 2 : Organisational Theory Design And Change (Edition 4) by Gareth Jones

Book 3 : Understanding the theory and design on Organizations (11th Edition) by Richard Daft



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Plan:

Session No	Topics to be covered	Books referred/ Recommended/ References-Print/ Articles/ News/Research papers/ Online database/ Software /Simulations used	Learning outcomes	Evaluation of Students understanding by MCQs, Quiz, Short Test
1	Introduction to the Basics	Book 1 : Chapter 1 (Introduction) and Chapter 2 (Organisation design) pg 15 to 24 Chapter 1 of book 3 Internet articles : 1. http://www.yourarticlelibrary.com/organization/three-organisation-theories-classical-neo-classical-	*Know the evolution of organisation as a concept, *basic propositions of Classic, Neo Classic and modern theories *Learns common terminologies	MCQ/Test



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		<u>and-modern/53221</u>		
2	Organization Design, Strategy, and Effectiveness	Book 1, Chpt 2 pg 26 to 38 Book 3: Chapter 3 (Strategy and Effectiveness) book 2 : pg 41 thru 48 and pg 62	*conceptual clarity on design and structural aspects of the organization *Knows well Linkage between structure and strategy *Good comprehension of concept of Effectiveness and its measurement	Quiz/MCQ
3	Basics of structure design - various types	Book 3: Chapter 2 book 3	*Is able to differentiate between multiple models and the pros-Cons of the usage	Presentations/ Evaluations



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4	Factors influencing Design/structures	Book 3 : Chapter 6 & 13 Book 3 : Chapter 12 page 536 to 549	*Appreciates impact of various factors on organisation structure	
5	Organizational Culture	Book 3 : Chapter 9 Book 2: Chapter 7 Book 2: Page 65 through 82	* Appreciation of concept of culture, its sources and influencers. * Deep Appreciation of the concept/importance of ethics/values and how senior management influences the same	MCQ/Test
6	Organisation Design : Change Management – I	Book 3 – Chapter 10 AND Book 2 Chapter 10 (page 337 through 335 & Page 348 through 352)	*Has grasped the what-why-how of change and its necessity and	Quiz (Only at the of this and the next session)



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			inevitability. *Appreciates well impact of change on the organisation	
7	Organisation Design : Change Management – Contd.	Same as above	*Knows and can apply his/her knowledge of ways of handling change in the organisation *Able to decipher a successful change in various of its elements	Quiz (On completion of this session)
8	Decision Making	Book 2 Chapter 12 Book 3 Chapter 8	*Learnt approaches to/models of decision making	
9	Soft Elements Of Organisation –	Book 3 Chapter 7	*deep understanding	



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	Human Angle	Book 2 Chapter 14	of the how elements of power and politics play in the organisation *Can well-describe the way organisational learning happens	
10	Soft Elements Of Organisation – Information and its processing	Book 3 Chapter 11	*Dives deep in the subject to get good clarity on the value-add done by the information technology to the management (decision making) process *Appreciates value of MIS, Dashboards and ERP on broad level.	



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Practical Approach: Other activities

Sr. No.	Activity Name	Topic Covered	Learning outcomes	Source
1	Role Play			
2	Industry Visit	<u>Visit the industry to study the design and linkage of it with various internal and External factors</u>		
3	Academic Projects			
4	Book Review			
5	Group Discussion			
6	Business Quiz / Business News sharing			
7	Videos / Simulation	<u>Organisation theories</u>		
8	Use of Software and Labs	<u>Research on types of Structures and features of it</u>		
9	Any other activity	<u>Student study circle presentations</u>		



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Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences: -
Organising industry visit to understand the topic.

Use of ICT for effective teaching with Learning Management Systems (LMS), E-Learning resources etc.: -

Learning about criticism of Efficiency focus through a clip from a classic

1. https://www.youtube.com/watch?v=DrC_1HCKvuA
2. <https://www.youtube.com/watch?v=N4sjKJvUia0>
3. Few Informative links – A Classic Case Study

<http://fregger.com/Busiiness/atari%20All.html>

Innovation and Creativity in teaching- learning: -

DR VN BRIMS/REC/ACA/05



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Recommend a discussion or two in unconventional set up if possible.

Suggestions (if any) to students on subject related Certificate/Diploma or Add-on program: -

1. Strategic Organisation Design

<https://www.coursera.org/learn/organization-design>

2. Designing the Organisation: From Strategy to Organisation Structure

<https://www.coursera.org/learn/designing-organization>



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Evaluation:

Internal:

Component	Details	Marks
Class Test	To check the comprehension of the overall subject by the student	20
Presentation	Group work, equal participation,	10
Case Study		
Participation	Overall conduct in the classroom,	5
Others	Attendance	5

Signature of Faculty

Signature of the Co-ordinator