



CIHAN UNIVERSITY-SULAIMANIYA

Course Outline

2025-2026

Address:
Chwarchra-Opposite to Family Mall
Sulaymaniyah City
Kurdistan Region-Iraq
Tel: 07714695656,
email: presidency@sulicihan.edu.krd

MODULE DESCRIPTION FORM

Module Information			
Module Title	Organization Theory		
Module Type	Degree	<input type="checkbox"/> Theory <input type="checkbox"/> Lecture <input type="checkbox"/> Lab <input type="checkbox"/> Tutorial <input type="checkbox"/> Practical <input type="checkbox"/> Seminar <input type="checkbox"/> Report <input type="checkbox"/> Extra activity	
Module Code	OT		
Language	English		
ECTS Credits	5		
Module Level	Third		
Administering Department	Business Administration	College	
Lecturer	Sameer Abduljabbar Alfaddagh		
Academic Title	A.Lecturer	Qualification	MBA
Module Tutor		e-mail	Sameer.jabar@sulicihan.edu.krd
Peer Reviewer Name		e-mail	sameeralfaddagh@gmail.com
Scientific Committee Approval Date		Version Number	
Cycle of Study	Bachelor	Form of Education	Full time

Relation with other Modules			
Prerequisite module	Man 2	Semester	1
Co-requisites module		Semester	

Cihan University-Sulaimaniya?

College of

Department: Bu

Discipline:

Stage: 3



Total Contact Hours:	45
Total Self Study Hours:	90
Total No. Hours:	135
ECTS:	5

No. of Weeks	Contact Hours					Self-Study					
	Theoretical	Practical	Lab	Project	Visit	Quiz	Reading	Assignment	Report	Midterm Exam.	Final Exam.
1st Week (Registration)	-	-	-	-	-	-	-	-	-		
2nd Week	2	1	-	-	-	-	1	-	-	17	30
3rd Week	2	1	-	-	-	-	1	1	-		
4th Week	2	1	-	-	-	3	2	-			
5th Week	2	1					2	1			
6th Week	2	1			1		2		5		
7th Week	1	2				3	2				
8th Week	2	1					2				
9th Week	2	1					2				
10th Week	2	1					2	1			
11th Week	2	1					2	1			
12th Week	2	1				3	1	1			
13th Week	2	1		2			1	1			
14th Week	2	1					1				
15th Week (Pr. Final Ex											
16th Week (Final Exam.)											
TOTAL	25	15		2	1	9	23	6	5	17	30

Delivery Plan (Weekly Syllabus)

	Material Covered
Week 1	Registration
Week 2	Chapter 1: Introduction <ul style="list-style-type: none"> • Introduction to OT • Some Definitions of Organization Theory
Week 3	<ul style="list-style-type: none"> • Modern Structural Organization Theory •
Week 4	Chapter 2: CLASSICAL ORGANIZATION THEORY <ul style="list-style-type: none"> • <ul style="list-style-type: none"> • Scientific Management approach
Week 5	<ul style="list-style-type: none"> • Weber's Bureaucratic approach • Administrative theory.
Week 6	• Chapter 3: The Importance of Theory and History
Week 7	Review
Week 8	Mid Exam
Week 9	<ul style="list-style-type: none"> • The Behavioral Management Perspective • Theory X and Theory Y
Week 10	<ul style="list-style-type: none"> • The Quantitative Management Perspective • The Systems Perspective of Organizations • The Contingency Perspective
Week 11	Chapter 4: Organization Design & Organization Change <ul style="list-style-type: none"> • Introduction • Definitions • The Nature of Organization Structure
Week 12	<ul style="list-style-type: none"> • Conditions Affecting Span of Control • Unity and chain of Command
Week 13	Chapter 5: Responsibility and Authority <ul style="list-style-type: none"> •
Week 14	Classic Views of Structure
Week 15	Review
Week 16	Final Exam

Module Aims, Learning Outcomes and Indicative Contents

Module Objectives	The main objective of this course is to give student a good theoretical and practical knowledge of Organization Theory a
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	<p>course designed to facilitate a better understanding of the theoretical concepts of organizations and the processes of management. Each student should accomplish/master the following skills upon completion of this course. Define the management functions and business processes that create value for an organization.</p>
<p>Module Learning Outcomes</p>	<p>The learning outcomes of an Organization Theory course can vary depending on the institution or curriculum, but generally, such a course is designed to provide students with a deep understanding of how organizations function, evolve, and interact within their environments. Below are the common learning outcomes:</p> <p>1. Understanding Organizational Structures Identify and analyze different types of organizational structures (e.g., hierarchical, flat, matrix). Understand the relationship between organizational structure and strategy. Evaluate the effectiveness of various structures in achieving organizational goals.</p> <p>2. Theoretical Knowledge Gain knowledge of key organizational theories, such as: Classical Organization Theory (e.g., Scientific Management, Bureaucracy). Human Relations Theory. Systems Theory. Contingency Theory. Institutional and Resource Dependency Theories.</p> <p>Understand how these theories apply to real-world organizational practices.</p> <p>3. Organizational Behavior and Culture Examine the impact of organizational culture on performance and employee behavior. Understand how leadership and management styles influence organizational outcomes. Explore concepts like motivation, teamwork, and decision-making within organizations.</p> <p>4. Environmental and Social Context Analyze how organizations adapt to external environmental factors, such as competition, technology, and globalization. Evaluate the role of organizations in society, including corporate social responsibility (CSR) and ethical decision-making.</p> <p>5. Organizational Change and Innovation Understand the dynamics of organizational change and the factors that drive it.</p>

	<p>Learn how to manage and lead change effectively. Explore strategies for fostering innovation within an organization.</p> <p>6. Analytical and Critical Thinking Skills Develop the ability to critically analyze organizational problems and propose evidence-based solutions. Apply theoretical frameworks to assess organizational effectiveness and efficiency.</p> <p>7. Interdisciplinary Perspective Appreciate the interdisciplinary nature of organization theory, incorporating insights from sociology, psychology, economics, and political science.</p> <p>8. Practical Application Develop skills to apply organizational theories to real-world issues. Analyze case studies to identify best practices in organizational management and strategy.</p> <p>9. Communication and Collaboration Improve verbal and written communication skills through presentations, case analyses, and group discussions. Work effectively in teams to solve organizational problems</p>
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Learning and Teaching Strategies	
Strategies	Contact hours: 2 theoretical weekly hours + Assignments

Module Evaluation					
Assessment Types		Time/Number	Weight (Marks)	Week Due	Relevant Learning Outcome
Formative assessment	Quizzes	12hrs. /3	15	4,7,12	
	Assignments	6hrs. /6	10	3,5,10,11,12, 13	
	Report	5hrs. /1	5	6	
	Presentation		5%		
Summative assessment	Midterm Exam	18 hrs. /1	20%	8	
	Final Exam	30 hrs. /1	50	16 th	
Total assessment			100% (100 Marks)		

Learning and Teaching Resources		
	Text	Available in the Library?
Required Texts	1. R.K.Sapru: Administrative Theories and Management Thought .PH Learning private limited Delhi .April 2013	
Recommended Texts		
Websites		

Grading Scheme مخطط الدرجات				
Group	Grade	التقدير	Marks %	Definition
Success Group (50 - 100)	A - Excellent	امتياز	90 – 100	Outstanding Performance
	B - Very Good	جيد جدا	80 – 89	Above average with some errors
	C - Good	جيد	70 – 79	Sound work with notable errors
	D - Satisfactory	متوسط	60 – 69	Fair but with major shortcomings
	E - Sufficient	مقبول	50 – 59	Work meets minimum criteria
Fail Group (0 – 49)	FX – Fail	راسب (قيد المعالجة)	(45-49)	More work required but credit awarded
	F – Fail	راسب	(0-44)	Considerable amount of work required
<p>Note: Marks Decimal places above or below 0.5 will be rounded to the higher or lower full mark (for example a mark of 54.5 will be rounded to 55, whereas a mark of 54.4 will be rounded to 54. The University has a policy NOT to condone "near-pass fails" so the only adjustment to marks awarded by the original marker(s) will be the automatic rounding outlined above.</p>				
<ul style="list-style-type: none"> ➤ Cycle of studies - choose one of the three options: Bachelor «1», Master «2», PhD. «3» ➤ (<u>Exam</u>: Oral Examination, Written Exam), and (<u>Continous Evaluation</u>(CE), Portfolio). ➤ Discipline status (Content) - for the Bachelor level, choose one of the options: FD (Fundamental (General) Discipline), PF (Preparatory Disciplines in the Field), SD (Specialty Disciplines), CD (Complementary Disciplines), DU (Disciplines based on the University's options). ➤ Discipline status (compulsoriness) - choose one of the options <ol style="list-style-type: none"> a. MD (Mandatory discipline) b. OD (Optional Discipline) c. ED (Elective (Facultative) Discipline). 				

Approved by Head of the Branch / Department

Signature

Date

Name

Approved by Curriculum Development Committee and Bologna Process Committee

Signature

Date

Name