

Information sheet for the course Theory of Organisation

University: <i>Alexander Dubček University of Trenčín</i>	
Faculty: <i>Faculty of Social and Economic Relations</i>	
Course unit code: <i>KMaREZ/lz21Pd/10</i>	Course unit title: <i>Theory of Organisation</i>
Type of course unit: <i>compulsory</i>	
Planned types, learning activities and teaching methods: <i>Lecture: 2 hours weekly/28 hours per semester of study; face to face (prezenčná metóda)</i> <i>Seminar: 2 hours weekly/28 hours per semester of study; face to face</i>	
Number of credits: <i>4</i>	
Recommended semester: <i>4th semester 2nd year</i>	
Degree of study: <i>I. (bachelor)</i>	
Course prerequisites: <i>none</i>	
Assesment methods: <i>Attendance at lectures and development of an annual school project.</i> <i>During the semester there will be a written exam with the possibility of earning 30 points: Evaluation A – at least 24 points, Evaluation B - at least 18 points, Evaluation C – at least 12 points, Evaluation D – at least 6 points, Evaluation E – at least 5 points. Credits are not grabbed to a student who scores less than 5 points on the written exam. At the end of the semester during the examination period: Oral examination. Final course grade: Achieved average</i>	
Learning outcomes of the course unit: <i>A student completing the course gains basic theoretical knowledge of the natural laws of human behavior in organizations and the factors that substantially affect behavior. The student will know issues in the key areas of the arrangement of human activities on the basis of relevant organizational elements - the objective, tasks, functions, rules and norms, relationships, organizational units and their hierarchical structure. The student will understand the issue of creating favorable conditions in the organization for improved quality of communication networks, decision-making processes and efficient use of tools of power in influencing people aimed at the effective implementation of changes in the organization.</i> <i>After the successful completion of the learning process the student is able to perform the analysis and assessments in the field of theory of organization.</i>	
Course contents: <i>1. Introduction to the course. Content of recommended literature, requirements for passing the course, terms for the test. Essence of the organization.</i> <i>2. The social substance of the process of the organization.</i> <i>3. The organization as a process.</i> <i>4. The organization as a component (system).</i> <i>5. Institutionalization as a part of the process of the organization.</i> <i>6. The nature and the substance of total institutions.</i> <i>7. The power and power structures. The organization as a tool for the realization of power.</i> <i>8. Leadership, conformism and nonconformism in the organization.</i> <i>9. The typology of organizations and the criteria of typology</i> <i>10. The theory of organizations. Classical period in the research of organizations.</i> <i>11. Postclassical period in the research of organizations.</i> <i>12. The organization and the bureaucracy. The bureaucracy in modern society.</i> <i>13. Modern views on the nature of organizations.</i>	
Recommended of required reading: <i>Vojtovič, S. a kol.: Personálny manažment v organizácii. Aleš Čeněk, Plzeň 2013</i>	

Vojtovič, S. a kol.: Riadenie personálnych činností v organizácii. IRIS, Bratislava 2008 Bedrnová, E. – Nový, I. a kol.: Psychologie a sociologie v řízení firmy. Prospektrum, Praha 1994 Bedrnová, E. – Nový, I. a kol.: Psychologie a sociologie řízení. Prospektrum, Praha 1998 Bělohlávek, F.: Organizační chování. Rubico, Olomouc 1996
Friedmann, G.: Sociológia práce. Veda, Bratislava 1967
Geist, B.: Sociologický slovník. Victoria Publishing, Praha 1992
Keller J.: Sociologia byrokracie a organizace. Slon, Praha 1996
Tyson, S. – Jackson, T.: Organizační chování. 1.vydanie, Grada, Praha 1997
Weber, M.: K metodológii sociálnych vied. Bratislava 1983

Language: *Slovak*

Remarks:

The course is offered in the summer semester of the second year of full-time undergraduate studies and in the winter semester of the third year of external undergraduate studies. This course is mandatory. The number of students in a seminar group ranges from 20 to 25 students.

Evaluation history:

A	B	C	D	E	FX
7.49	16.74	22.91	24.67	17.84	10.35

Lectures:

doc. Mgr. Sergej Vojtovič, DrSc., Ing. Miroslav Lukáč, PhD., Ing. Helena Kajanová, PhD.

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Supervisor: *doc. Mgr. Sergej Vojtovič, DrSc.*