

Organizational Dynamics (40:834:406) [3 credits]

Course Description

This course is designed to provide students with a comprehensive understanding of organizational intricacies in the public and nonprofit sectors. The course content and activities support students in acquiring knowledge, skills, and tactics necessary for navigating organizational dynamics in these vital sectors. The course includes a focus on organizational theories, a review of pivotal issues and challenges, and discussions of effective managerial processes and strategies.

Learning Objectives

After completing this course, students will be able to:

- Be able to identify challenges and best practices within public service organizations
- Be able to compare and contrast theories of organizational processes within public sector organizations
- Be able to evaluate the organizational impact of existing public service organizations
- Be able to implement strategies to enhance positive societal impact in order to solve difficult social problems
- Be able to understand and work effectively within a team process

Requirements

Requirements will vary by instructor and may include:

- Class sessions and discussions: Students will actively engage in class discussions.
- Student participation will be judged on involvement in Discussion Boards, exercises, and cases. Participation must be relevant to the topics, demonstrate evidence of critical thinking, and help to expand new ideas, factual information, or resources.

Schedule / Outline of Topics

- Week 1: Introduction and Overview
- Week 2: Global Trends Affecting the Public Sector
- Week 3: Change and Innovation in Public Service Organizations
- Week 4: Environmental Factors affecting Public Service Organizations
- Week 5: Planned Change in a Public Service Organization: Market Research Approach, Managerial Approach or Social Audit Approach
- Week 6: Organizational Processes in a Public Service Organizations
- Week 7: Organizational Culture in Public Service Organizations
- Week 8: Implementing Change in Public Service Organizations
- Week 9: Understanding Innovation in Public Service Organizations
- Week 11: Developing and Supporting Innovators
- Week 12: Managing the Process in Public Service Organizations
- Week 13: Sustaining Change in Public Service Organizations and Key Lessons
- Week 14: Final

Texts / Materials / Resources

The selection of textbooks and readings will vary by instructor. Listed below are some of the possible textbooks, materials, and resources an instructor may select for this course:

Brown, K., & Osborne, S. P. (2012). Managing change and innovation in public service organizations. Routledge