

# **ORGANISATIONAL THEORIES, STRUCTURES AND DESIGN**

**Paper no.- HSRM – 301**

**CC - 7**

**Credits -4 +0=4**

**Sem. – 3 (M.Sc. R.M.)**

**Marks – 100 +0= 100**

## **Objectives**

- To understand the different organizational theories.
- To understand the role of organization structure in changing business environment.

## **Unit-1**

- Organisation structure and their impacts
- Assessing the exiting organization structure and its effectiveness in selected organization determinants of structure

## **Unit-2**

- Structure-Technology and environment, Inter-relationship and Adjustment
- Human Relationship and Dynamics in Organisation systems.

## **Unit-3**

- Organisational Theories and their critical evaluation
- Understanding of organization structure and design

## **Unit-4**

- Power and Authority
- Designing of organisation in changing economic/business environment.

## **Reference**

- Nilakanth,V.and Ramnarayan,s.(1998):managing Organisationl Change, Response Book, New Delhi.

- Ansciem, M.(1985):Organisationl behavior: Toward an Integrated Organisatio n, Himalaya, Bombay.
- Husse, D.E.(1986): How to manage Organisation Change,Kogan page New Delhi.
- Pareek,U,(1987): Motivating Organisationl Roles:Role Effency Approach,Rawat,Jaipur.
- Diwan,P.(1998):Management Principle and practices, Excel Books, New Delhi.
- Moshal,B.S.(1998): Organisation and management:Text and cases,Galgotia Publishers, New Delhi.
- Basu, C.R.(1985): organisation and management,S.Chand and Co,New Delhi.
- Narayanan,B.(1998):HRM VEWD,APH publisher.
- Milkovich, G.T.C. (1997):HRM,Irwin Publisher, Ch icago.