

EIND 574  
**Learning Objectives, Part 1**

By EXAM 1, students should be able to:

*From Scott & Davis, Ch. 1*

- Define what an organization is, articulating its salient characteristics.
- Make a compelling set of arguments as to why studying organizations is important and useful for engineering managers.
- List elements or features that are common across the vast array of organizations, and describe them.

*From Scott & Davis, Ch. 2*

- Define the term “rational” as used in organization theory.
- Name and describe the two basic characteristics of a rational systems perspective of organizations.
- List characteristics of organizations designed with primarily a rational systems view in mind (a.k.a., the mechanistic organization).
- Elaborate on four schools within this perspective of organizations, and connect them to the two basic features.
- Critique the rational systems perspective, articulating its strengths and shortcomings.

*From Scott & Davis, Ch. 3*

- Name and describe the three basic characteristics of a natural systems perspective of organizations.
- Define what “normative structures” are, in contrast with behavioral structures.
- List characteristics of organizations designed with primarily a natural systems view in mind (a.k.a., the organic organization).
- Elaborate on the social consensus and social conflict schools within this perspective of organizations, and connect them to the three basic features.
- Critique the natural systems perspective, articulating its strengths and shortcomings.
- Draw a substantive list of contrasts between the rational and natural systems views.

*From Scott & Davis, Ch. 4*

- Describe the key tenets of the open systems perspective of organizations.
- Elaborate on what a “systems approach” to the study of organizations means.
- Discuss the importance of double-loop versus single-loop learning.
- Discuss the importance of coupling (loose and tight) in understanding organizational dynamics.

*From Scott & Davis, Ch. 5*

- Describe at least three ways that recent organization theorists have attempted to reconcile the rational, natural, and opens systems viewpoints.
- Describe various levels of analysis that organizational studies have historically be conducted.

*General*

- Use appropriate vocabulary for discussing theoretical and practical issues related to organization design and behavior.
- Relate the above concepts/theories to one's own experience with organizations.
- Demonstrate individual learning beyond what was discussed in class.