

ORGANIZATIONAL THEORY & CHANGE

(PUBA 603)

Meeting Times

[ZOOM] Tuesdays or Thursdays 6-8:30

[ASYNC] Complete at your own pace

Instructor

David C. Nixon, Ph.D.

dnixon@hawaii.edu

office hours by appointment

Program Mission

The Mission of the Public Administration Program is to energize public institutions and organizations doing public work, enrich and deepen civic culture, and increase leadership capacity for those with public and community responsibilities in Hawaii, the rest of the U.S., and the Asia-Pacific Region. We do this through teaching, research, and service activities that give current and future public service professionals the knowledge and skills they need to be more effective in their work and to improve our communities.

Program Objectives

The MPA program aims to equip you as high functioning public servants. The program has several goals for your training that are related to organizational theory and change:

- Students will Appraise the organizational environment, both internal and external, as well as the culture, politics, and institutional setting.
- Students will Regularly employ a coherent framework to think critically about an issue in order to decide what, if any, action to take
- Students will Communicate effectively orally and in written form, by tailoring the mode of communication to different audiences.
- Students will Value the responsibilities of public service by demonstrating responsiveness to their publics, and recognizing the legal and ethical responsibilities and engaging in professional behavior.

Course Objectives

The course will introduce students to foundational and current perspectives on organizational design. After successful completion of the course, students should be able to:

- Use multiple frames to define and diagnose organizations
- Differentiate between various organizational forms and the impact of the context
- Assess the drivers of human behavior in organizations
- Evaluate the organization and apply organizational change strategies
- Apply their knowledge to "real life" situations

Course Description

The course will systematically explore the characteristics of organizations from the perspective of the structural, human resources, political, and cultural frames of organizational theory. The course then focuses on organizational change strategies and theories. The course concludes with discussions of how these frames and theories can be used in everyday management of public service organizations.

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Table of Contents Ottacwc Rganization Heory Ension Nd Hange Ordpress Om

1. Understanding the eBook Ottacwc Rganization Heory Ension Nd Hange Ordpress Om
 - The Rise of Digital Reading Ottacwc Rganization Heory Ension Nd Hange Ordpress Om
 - Advantages of eBooks Over Traditional Books
2. Identifying Ottacwc Rganization Heory Ension Nd Hange Ordpress Om
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Ottacwc Rganization Heory Ension Nd Hange Ordpress Om
 - User-Friendly Interface
4. Exploring eBook Recommendations from Ottacwc Rganization Heory Ension Nd Hange Ordpress Om
 - Personalized Recommendations
 - Ottacwc Rganization Heory Ension Nd Hange Ordpress Om User Reviews and Ratings
 - Ottacwc Rganization Heory Ension Nd Hange Ordpress Om and Bestseller Lists
5. Accessing Ottacwc Rganization Heory Ension Nd Hange Ordpress Om Free and Paid eBooks

- Ottacwc Rganization Heory Ension Nd Hange Ordpress Om Public Domain eBooks
 - Ottacwc Rganization Heory Ension Nd Hange Ordpress Om eBook Subscription Services
 - Ottacwc Rganization Heory Ension Nd Hange Ordpress Om Budget-Friendly Options
6. Navigating Ottacwc Rganization Heory Ension Nd Hange Ordpress Om eBook Formats
- ePub, PDF, MOBI, and More
 - Ottacwc Rganization Heory Ension Nd Hange Ordpress Om Compatibility with Devices
 - Ottacwc Rganization Heory Ension Nd Hange Ordpress Om Enhanced eBook Features
7. Enhancing Your Reading Experience
- Adjustable Fonts and Text Sizes of Ottacwc Rganization Heory Ension Nd Hange Ordpress Om
 - Highlighting and Note-Taking Ottacwc Rganization Heory Ension Nd Hange Ordpress Om
 - Interactive Elements Ottacwc Rganization Heory Ension Nd Hange Ordpress Om
8. Staying Engaged with Ottacwc Rganization Heory Ension Nd Hange Ordpress Om
- Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Ottacwc Rganization Heory Ension Nd Hange Ordpress Om
9. Balancing eBooks and Physical Books Ottacwc Rganization Heory Ension Nd Hange Ordpress Om
- Benefits of a Digital Library
 - Creating a Diverse Reading Collection Ottacwc Rganization Heory Ension Nd Hange Ordpress Om
10. Overcoming Reading Challenges
- Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Ottacwc Rganization Heory Ension Nd Hange Ordpress Om
- Setting Reading Goals Ottacwc Rganization Heory Ension Nd Hange Ordpress Om
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Ottacwc Rganization Heory Ension Nd Hange Ordpress Om
- Fact-Checking eBook Content of Ottacwc Rganization Heory Ension Nd Hange Ordpress Om
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
- Utilizing eBooks for Skill Development

- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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