

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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Gareth R. Jones



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Philosophies of Organizational Change Aaron Smith, Fiona M. Graetz, 2011-01-01 This exceptional book maps the vast change management landscape demystifies its complexities and engages readers with an accessible and balanced style Through their original evaluation of organizational change philosophies and theories the authors encourage us to move beyond prescriptive paradigm centred theories in order to understand the opportunities that each offers *Philosophies of Organizational Change* offers an innovative re evaluation of the assumptions governing decisions about organizational change It will command interest and stimulate lively debate from practitioners students and researchers in organization theory Ian Palmer RMIT University Australia Using an approach similar to Gareth Morgan s *Images of Organization* the authors have brought order to influential and highly disparate approaches to organizational change and have done so in a manner that is both well researched and accessible to readers at many levels It is a welcome resource for research teaching and consulting indeed for anyone who wishes to look beyond favoured approaches to organizational change This lively and up to date text will be most useful for students scholars and scholar practitioners alike Julie Wofram Cox Deakin University Australia *Philosophies of Organizational Change* explains the assumptions that drive different perspectives on organizational change management The book describes and examines the myriad philosophical interpretations of change revealing how and why managers confront change using so many competing methods Each philosophy introduces the reader to the key theories used to diagnose organizations and prescribe change interventions The book critically evaluates the arguments underpinning organizational change approaches and shows how they lead to different techniques and tools for practical change With its critical examination of current thinking on organizational change approaches this book will appeal to scholars and researchers in organization theory and organization studies It will also make an ideal resource for graduate and senior undergraduate students and practitioners looking to deepen their understanding of change interventions Organization Theory David Jaffee, 2008 **Organizational Theory, Design, and Change** Gareth R. Jones, 2010 KEY BENEFIT Business is changing at break neck speed so managers must be increasingly active in reorganizing their firms to gain a competitive edge *Organizational Theory Design and Change* continues to provide students with the most up to date and contemporary treatment of the way managers attempt to increase organizational effectiveness By making organizational change the centerpiece in a discussion of organizational theory and design this text stands apart from other books on the market The sixth edition has been updated to reflect the most recent trends in real world managing techniques Examples have been updated to provide vivid illustrations of such techniques in action KEY TOPICS The Organization and Its Environment Organizational Design Organizational Change Business is changing at break neck speed so managers must be increasingly active in reorganizing their firms to gain a competitive edge This text combines theory with application to show students how organizational change can affect the profitability of a business **Organizational Change** Piers Myers, Sally Hulks, Liz

Wiggins,2012-03 This textbook offers a combination of rigorous theoretical exploration together with practical insights from those who are responsible for managing change It looks at organisational change from multiple perspectives with the aim of helping readers navigate the landscape of change *Organization Change* W. Warner Burke,2017-03-16 Change is a constant in today's organizations Leaders managers and employees at all levels must understand both how to implement planned change and effectively handle unexpected change The Fifth Edition of the Organization Change Theory and Practice provides an eye opening exploration into the nature of change by presenting the latest evidence based research to discuss a range of theories models and perspectives on organization change Bestselling author W Warner Burke skillfully connects theory to practice with modern cases of effective and ineffective organization change recent examples of transformational leadership and planned and revolutionary change and best practices to successfully influence change This fully updated new edition also includes a new chapter on healthcare and government organizations offering practical applications for non profit organizations **Organizational Theory, Design, and Change** Gareth R. Jones,2004 Text and cases studies of organisational change **Organizational Theory, Design and Change, Global Edition** Gareth R. Jones,2013-11-06 For undergraduate and graduate courses in Organization Theory Organizational Design and Organizational Change Development Business is changing at break neck speed so managers must be increasingly active in reorganising their firms to gain a competitive edge Organizational Theory Design and Change continues to provide students with the most up to date and contemporary treatment of the way managers attempt to increase organisational effectiveness By making organisational change the centerpiece in a discussion of organisational theory and design this text stands apart from other books on the market The full text downloaded to your computer With eBooks you can search for key concepts words and phrases make highlights and notes as you study share your notes with friends eBooks are downloaded to your computer and accessible either offline through the Bookshelf available as a free download available online and also via the iPad and Android apps Upon purchase you will gain instant access to this eBook Time limit The eBooks products do not have an expiry date You will continue to access your digital ebook products whilst you have your Bookshelf installed **Ironies of Organizational Change** Richard J. Badham,Brenda M. Santiago,2023-05-09 This unique book provides a novel and challenging framework for understanding and influencing organizational change It reimagines managing and leading change as the mindful mobilisation of maps masks and mirrors *Philosophies of Organizational Change, Second Edition* Aaron C. T. Smith,James Skinner,Daniel Read,2020-11-19 This revised and extended second edition evaluates the diverse approaches to organizational change that have defined the field Explaining the assumptions and implications that accompany these diverse philosophies this book demystifies the complexities of conflicting perspectives and delivers valuable insights into the research and practice of organizational change Philosophies of Organizational Change employs a critical analysis of scholarly writings that have shaped the evolution of alternative perspectives on change It examines twelve unique approaches to

change charting the territory from philosophy and theory to practice and implications By uncovering the deep assumptions associated with organizational change the book supplies readers with a comprehensive analytical toolkit with which to pursue change in an unprecedented era of organizational disruption Offering a guide through contradictory approaches to implementing change this book will appeal to scholars and researchers in organization theory It will also be valuable for MBA and DBA students as well as undergraduate business students engaging with critical debates on theories and tools for introducing change

Philosophies of Organizational Change Aaron C. T. Smith, Fiona M. Graetz, 2012 This exceptional book maps the vast change management landscape demystifies its complexities and engages readers with an accessible and balanced style Through their original evaluation of organizational change philosophies and theories the authors encourage us to move beyond prescriptive paradigm centred theories in order to understand the opportunities that each offers Philosophies of Organizational Change offers an innovative re evaluation of the assumptions governing decisions about organizational change It will command interest and stimulate lively debate from practitioners students and researchers in organization theory Ian Palmer RMIT University Australia Using an approach similar to Gareth Morgan s Images of Organization the authors have brought order to influential and highly disparate approaches to organizational change and have done so in a manner that is both well researched and accessible to readers at many levels It is a welcome resource for research teaching and consulting indeed for anyone who wishes to look beyond favoured approaches to organizational change This lively and up to date text will be most useful for students scholars and scholar practitioners alike Julie Wofram Cox Deakin University Australia Philosophies of Organizational Change explains the assumptions that drive different perspectives on organizational change management The book describes and examines the myriad philosophical interpretations of change revealing how and why managers confront change using so many competing methods Each philosophy introduces the reader to the key theories used to diagnose organizations and prescribe change interventions The book critically evaluates the arguments underpinning organizational change approaches and shows how they lead to different techniques and tools for practical change With its critical examination of current thinking on organizational change approaches this book will appeal to scholars and researchers in organization theory and organization studies It will also make an ideal resource for graduate and senior undergraduate students and practitioners looking to deepen their understanding of change interventions

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