

Type and level of studies: Doctoral Studies			
Title of the study program: (302) Business economics, PhD studies			
Subject title: Organizational Design and Behaviour			
Subject code: DODP			
Number of ECTS: 9			
Subject status (Compulsory / Elective): Elective			
Teacher/s (Name, last name): Bogićević Milikić R. Biljana, Janićijević D. Nebojša,			
Number of active teaching lessons:			Other lessons
Lectures: 3	Practice classes:	Other forms of teaching:	
Prerequisite:			
Subject objective: The aim of the course Organizational Design and Behavior is to provide students of doctoral studies with advanced knowledge about new concepts and theories in the areas of organizational design and organizational behavior. On the basis of basic knowledge about perspectives and theories of organization gained in the Organization of Enterprise, PhD students will deepen their knowledge of contemporary problems and trends in research and practice of organizational design and organizational behavior. The aim of the course is to train students for scientific research in the field of organization.			
Subject outcome (gained knowledge): After the course, the students will be able to understand contemporary trends in understanding organizational design issues and organizational behavior. Students will be trained to independently follow and use modern literature in the field of organization, to independently set and solve research problems in the field of organization. Students will also be able to use some qualitative and quantitative methods of research specific to the field of organization. Finally, students are expected to master methods of writing scientific papers in the field of organization.			
Subject content/structure: The course consists of analyzing advanced topics in the field of organizational design and organizational behavior: contemporary forms of organizational design; the problems of congruence and coherence in organizational design; reward system as an element of organizational design; analysis of social networks in organizational design, work design, goal setting and flexible work engagements; knowledge management and organizational learning, design and behavior in a global context, intercultural management; managing group dynamics and team performance; organizational culture, power and design; contemporary theories of leadership; modern approaches to organizational change, organizational consulting; business ethics and organization. In addition to these topics, the course content includes both quantitative and qualitative methods of organization research, methodology of analyzing papers, as well as writing papers in the field of organization and management.			
Teaching methods: Teaching at the course includes the following methods: (1) lectures, or transfer of systematic knowledge from literature; (2) analysis of selected books and articles; (3) targeted discussion of the selected problems; (4) making essays and other forms of student work on selected topics			
Grading (maximum number of points 100)			
Pre-examination obligations	Points	Final exam	Points
Activities during lectures	40	Written exam	60
Practice lessons		Oral exam	

Colloquium/a			
Semester papers				
Literature:				
No.	Author	Title	Publisher	Year
	Morgan G	Images of Organization	Sage	1986
	Charles P	Complex Organizations: A Critical Essay	Random House	1986
	D. McGregor	The Human Side of the Enterprise	McGraw Hill	1960
	March J, Simon H,	Organizations	Wiley	1958
	March, J. G.,	A Primer on Decision Making.	New York: Free Press	1994.
	P. Lawrence and J. Lorsch	Organization and Environment	Harvard Business School Press	1986/1967
	T. Burns and G. Stalker	The Management of Innovation	London: Tavistock	1961
	Mintzberg H,	The Structuring of Organizations	Prentice Hall	1979
	R. Greenwood and C.R. Hinings	Understanding strategic change: the contribution of archetypes	Academy of Management Journal 36, 51052-81	1993:
	Weick R	Sensemaking in Organizations	Thousand Oaks CA: Sage 1995	1995
	Pfeffer P	Power in organizations	Marshfield, Mass.: Pitman	1981
	J. Pfeffer and G. Salancik	The External Control of Organizations	Harper and Row	1978
	Williamson, O.E.,	“Transaction cost economics and organization theory,” In N. J. Smelser and R. Swedberg, eds., The Handbook of Economic Sociology,	Princeton, NJ: Princeton U.P., 1994: 77-107	1994
	John W. Meyer et al.	,” Institutional and technical sources of organizational structure,” in John W. Meyer and W. Richard Scott (eds.), Organizational environments	Beverly Hills: Sage	1983

	Schein E.	Organizational Culture and Leadership	Jossey Baas	2004
	Michael T. Hannan and John Freeman	The population ecology of organizations	American Journal of Sociology, 82, 1977: 929-64	1977
	Andrew Van de Ven and Marshall Scott Poole	Explaining development and change in organizations	Academy of Management Review, 20, 3, July 1995: 510-540	1995