

Course Prefix & Number SOC 459 – Organizations

LEARNER OUTCOMES	ASSESSMENT
Students will discuss and explain the historical evolution of complex organizations.	Students will participate in classroom discussions, write exam essays and/or complete outside classroom writing assignments explaining the historical transformations of social institutions and organizing practices providing the foundations of contemporary complex organizations.
Students will distinguish types of complex organizations and discuss their differentiating features.	Students will participate in classroom discussions, write exam essays and/or complete outside classroom writing assignments distinguishing types of organizations as bureaucratic, post-bureaucratic adhocracies, action sets, and make other distinctions among organizations.
Students will define and illustrate the social features that comprise complex organizations.	Students will participate in classroom discussions, write exam essays and/or complete outside classroom writing assignments identifying the components of social structure that comprise complex organizations, defining each component and illustrating their interrelationships with examples.
Students will identify and discuss the social processes that either permit social organizations to adapt or hinder their adaptation.	Students will participate in classroom discussions, write exam essays and/or complete outside classroom writing assignments detailing how organization resources, hostile and munificent environments, and organizational demography affect organizational adaptation.
Students will identify and discuss the social environment pressures faced by complex organizations.	Students will participate in classroom discussions, write exam essays and/or complete outside classroom writing assignments identifying hostile and munificent environments and discussing their features.
Students will identify and discuss a range of social problems and explain how they are related to complex organizations.	Students will participate in classroom discussions, write exam essays and/or complete outside classroom writing assignments identifying and discussing split labor markets, unsafe working conditions, manufacturing of unsafe products, externalities and controversies regarding the social behavior of multinational corporations.
Students will apply social and organization theory to organizational design and processes.	Students will participate in classroom discussions, write exam essays and/or complete outside classroom writing assignment relating appropriate organizational structure to the organizational environment and internal technology.
Explain measures of organizational effectiveness and discuss their related difficulties.	Students will participate in classroom discussions, write exam essays and/or complete outside classroom writing assignment identifying measures of organizational effectiveness and discuss their limitations, misapplications, inconsistencies, trade-offs, and contingencies.