



INDIAN INSTITUTE OF MANAGEMENT BANGALORE

EGMP-77

Course Title : Organizational Structures and Processes

Faculty Instructor : Sushanta Kumar Mishra

Course Objectives:

The course will provide students with an analytical framework for understanding the impact of several factors, such as the business environment, operational technology, rate and amount of growth, and business strategy, on the design of organizations. Overall, this course provides potential managers with an understanding of the levers of organizational structure, processes, and culture that they can control to achieve business objectives.

Teaching Methods:

The modes of instruction will be a mix of lectures, videos, case studies, and project work. Classes are expected to be interactive, with learning through debates and discussions, using examples from cases and information from lectures.

Examination:

Pen-Paper examination.

Session Schedule

Session 1-2	Organizations and Their Environments	Reading: Chapter 6 Case: The Paradoxical Twins
Session 3-5	Designing Processes for Organizations	Reading: Chapters 2 & 13 Case: To be shared
Session 6-8	Organizational Analysis: Cultural and Political Lens	Readings: Chapters 7 & 9 Case: Merger management
Session 9-10	Innovation and Change	Reading: Chapters 4 & 10

Study Material:

Book name: *Understanding the Theory and Design of Organizations* by Richard L. Daft and Nishant Uppal, 11th Edition.