

San José State University

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\$ 17 +

Course Learning Outcomes (CLO)

Upon successful completion of this course, students will be able to:

1. describe and analyze the cultural dimensions of organizations and their relationships with complex environments;
2. be able to analyze an organization as a sociocultural system that affects--and is affected by--the people who interact with it;
3. be able to describe how people from at least one "non-Western" culture have organized to accomplish collective goals;
4. be able to collect and analyze data about organizations and expressions of culture within them;
5. describe and analyze the cultural dimensions of organizations and their relationships with complex environments;
6. describe organizations as arenas in which larger social issues are expressed, negotiated, and managed; and
7. develop tools for more effective action within organizations.

Required Texts/Readings (Required - ' H O H W H W K H Z R U G n a l G r a f f) X L U H G ´ L Q

Textbooks

Michael Harrison (2004). Diagnosing Organizations, 3e. [ISBN 9780761925729] [Book is available on emergency check on at SJSU library online]

Alicia Garza (2020). The Purpose of Power How We Come Together When We Fall Apart [eBook and Audio Book available at SJLibrary.org]

Jamie Jacobs and Hema Crockett (2021). Designing Exceptional Organizational Cultures: How to Develop Companies where Employees Thrive

Other Readings

Links to external webpages, podcasts, articles, PDF

Classroom Protocol

This class is an asynchronous course. It will be a mixture of pre-recorded lectures, online discussions, and assignment submissions. Students should be aware of their own roles and that of the instructor. Regarding the former, students are expected to consult this syllabus, the assignment description on Canvas and ask questions well in advance of due dates. This means that you have completed the assigned readings, taken notes or underlined as appropriate, and thought about what you have read. In other words, mastery of the material is assumed. Being prepared means that you submit materials as per the class calendar and that those materials reflect professional standards of writing and presentation. Sloppy work will not be taken seriously. The professor's role is to develop the structure for the class, to ensure that we conform to it, and to modify it if necessary. The instructor will also raise questions and encourage the active participation of students as discussants.

There are a few recommendations I have regarding technology use for this course. Considerable research demonstrates that students learn more by jotting notes on paper and then revising them as they enter them later on a keyboard. Additionally, the internet has become both a tool for research and for cheating, especially plagiarism. This is an upper-division class, so there are no excuses for failing to understand integrity in general and academic integrity in particular. If you are unclear about how to cite sources, please reach out to the Writing Center or consult with an advisor or your instructor.

