



ÇANKAYA UNIVERSITY

Faculty of Economics and Administrative Sciences

Course Definition Form

Part I. Basic Course Information

Department Name <i>Use capital letters only</i>	MANAGEMENT	Dept. Numeric Code	3 2
Course Code	Dept. Code+Course No M A N 4 4 0	Number of weekly lecture hours	3
		Number of weekly lab/ tutorial hours	-
		Number of Credit Hours	3
Course Web Site <i>Use capital letters only</i>		ECTS Credit	0 5

Course Name

This information will appear in the printed catalogs and on the web online catalog.

English Name *maximum 40 characters*

Organizational Culture

Abbreviated English Name *maximum 15 characters*

Org.Cul.

Turkish Name *maximum 40 characters*

Örgütsel Kültür

Abbreviated Turkish Name *maximum 15 characters*

Örg.Kül.

Prerequisites (if any) <i>Give course codes and check all that are applicable.</i>	1 st	2 nd	3 rd	4 th
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input checked="" type="checkbox"/> Consent of the Instructor <input type="checkbox"/> Give others, if any.		Prior knowledge of management is strongly recommended.	
	<input type="checkbox"/> Senior Standing			
Co-requisites (if any)	1 st	2 nd	3 rd	4 th
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Course Type <i>Check all that are applicable</i>				
<input type="checkbox"/> Must course for Dept. <input type="checkbox"/> Must course for other dept(s) <input checked="" type="checkbox"/> Elective course for Dept. <input checked="" type="checkbox"/> Elective course for other dept(s)				

Is the new course replacing a former course in the curriculum?			
Former Course's Code	Dept. Code+Course No <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	Former Course's Name	
Is there any similar course which has content overlap with other courses offered by the university?			<input type="checkbox"/> Yes <input type="checkbox"/> No
Most Similar Course	Dept. Code+Course No <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	Course Name	

Frequency of Offerings <i>Check all semesters that the course is planned to be offered.</i>	<input type="checkbox"/> Fall	<input checked="" type="checkbox"/> Spring	<input type="checkbox"/> Summer
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First Offering			
Academic Year	<input type="checkbox"/> <input type="checkbox"/>	Semester	<input checked="" type="checkbox"/> Spring <input type="checkbox"/> Fall
Maximum Class Size Proposed	30	Student Quota for Other Departments	10
		Approximate Number of Students Expected to Take the Course	20

Part II. Detailed Course Information

Justification for the proposal <i>Maximum 80 words</i>
Companies must develop a long-term culture to be sustainable. There are lots of functions of culture such as conveying a sense of identity for members and serving as a sense-making and control mechanism. Organizational culture is also very important for the organizations for innovation and risk taking as innovative companies have cultures that are open, collaborative, visionary. Thus, having knowledge about the type and formation of culture in an organization is thought to be important for the students.

Course Description <i>Provide a brief overview of what is covered during the semester. This information will appear in the printed catalogs and on the web online catalog. Maximum 60 words.</i>
This course clarify how organizational culture provides a clear understanding for organization's strategy. In this sense this course first focuses on the determinants of organizational culture, types of organizational culture, how organizations can change their culture and models for change in organizational culture.

Course Objectives <i>Explain the aims of the course. Maximum 100 words.</i>
This course is aimed to build a basic understanding of the concept "organizational culture". Another important objective of this course is t to familiarize the students with both the theories and practical applications of the organizational culture. This course aimed to provide knowledge about the major types of the culture and the stages of the cultural change in organizations.

Learning Outcomes <i>Explain the learning outcomes of the course. Maximum 10 items.</i>
<p>Upon the successful completion of the course students will:</p> <ol style="list-style-type: none"> 1. Define the concept of organizational culture 2. Explain the level of culture 3. Explain four major cultural type 4. Familiarize power of culture change 5. Identify the relationship between leadership style and emergence of the culture 6. Explain the relationship between organizational culture and organizational change 7. Explain the relationship between organizational culture and organizational development 8. Identify some cases for organizational culture

Course Outline <i>List the topics covered within each week.</i>	
Week	Topic(s)
1	An introduction changing organizational culture?
2	The need to manage organizational culture, need for culture change
3	The power of culture change, the meaning of organizational culture
4	Level of analysis

5	The value of framework and competing values framework
6	Four major culture type
7	Mid-term
8	Applicability of competing values model
9	Human resource management roles, corporate mission and visions
10	Culture change over time, culture change in mature organization
11	Constructing organizational culture profile
12	Using framework to diagnose and change organizational culture
13	Individual change as a key to cultural change
14	Case studies including changing organizational culture

Textbook(s)

List the textbook(s), if any, and other related main course materials.

Author(s)	Title	Publisher	Publication Year	ISBN
Kim S. Cameron	Diagnosing and Changing Organizational Culture		2011	978-0470650264

Reference Books

List the reference books as supplementary materials, if any.

Author(s)	Title	Publisher	Publication Year	ISBN
Matts Alvesson	Understanding Organizational Culture	SAGE	2002	978- 0857025579

Teaching Policy

Explain how you will organize the course (lectures, laboratories, tutorials, studio work, seminars, etc.)

Three hours of lecturing. Case Studies about competitiveness of firms will be provided to students in order to foster discussion. Students are expected to read these cases before each lecture.

Laboratory

Give the number of laboratory/studio hours required per week, if any, to do supervised laboratory, and list the names of the laboratories in which these sessions will be conducted.

N/A

Computer Usage

Briefly describe the computer usage and the hardware/software requirements in the course.

N/A

Grading Policy

List the assessment tools and their percentages that may give an idea about their relative importance to the end-of-semester grade.

Assessment Tool	Quantity	Percentage	Assessment Tool	Quantity	Percentage	Assessment Tool	Quantity	Percentage
Term Project	1	10%						
Midterm Exam	1	40%						
Final Exam	1	50%						

ECTS Workload

List all the activities considered under the ECTS.

Activity	Quantity	Duration (hours)	Total Workload (hours)
Attending Lectures (<i>weekly basis</i>)	12	3	36
Attending Labs/Recitations (<i>weekly basis</i>)	-	-	-
Preparation beforehand and finalizing of notes (<i>weekly basis</i>)	12	1	12
Collection and selection of relevant material (<i>once</i>)	1	3	3
Self-study of relevant material (<i>weekly basis</i>)	12	3	36
Homework assignments/Examples	2	4	8
Preparation for Quizzes	-	-	-
Preparation for Midterm Exams (<i>including the duration of the exams</i>)	1	10	10
Preparation of Term Paper/Case Study Report (<i>including oral presentation</i>)	-	-	-
Preparation of Term Project/Field Study Report (<i>including oral presentation</i>)	1	8	8
Preparation for Final Exam (<i>including the duration of the exam</i>)	1	10	10
TOTAL WORKLOAD			123
TOTAL WORKLOAD / 25			25
ECTS Credit			5

Program Qualifications vs. Course's Learning Outcomes						
<i>Consider the below program qualifications determined in terms of learning outcomes of all the courses in the curriculum and capabilities. Look at the learning outcomes of this course given above. Relate these two using the Likert Scale by marking with X in one of the five choices at the right.</i>						
No	Program Qualifications (Specific to each program)	Contribution				
		0	1	2	3	4
1	Acquire detailed knowledge concerning the economic and legal environment in which the business entities operate.				X	
2	Have profound theoretical background knowledge in basic business functions comprising organization and management, accounting, finance, marketing, and production and operations management.		X			
3	Obtain basic and intermediate level knowledge in quantitative techniques and methods that are predominantly used in business and management.		X			
4	Have more specific knowledge in one of the business functions (including the mastery of quantitative approaches) that he/she has chosen to specialize.				X	
5	Be able to apply the professional knowledge necessary to establish and/or run a business, or a department within a business entity.				X	
6	Be able to collect, edit, analyze, and interpret the representative data by applying both qualitative and quantitative methods in order to identify and clearly define the business problems and to develop insight and solutions.					X
7	Be able to adequately communicate upon analyses, findings, inferences, and recommendations with his/her superiors, team members, colleagues, and subordinates both in written and oral form.					X
8	Be thereby qualified to conduct research in business administration and management.					X
9	Be appropriately trained to fulfill his/her responsibilities in team work both as a leader and an expert.				X	
10	Acquire the necessary skills to communicate effectively with the stakeholders of an organization so that he/she can become capable of analyzing the needs of the stakeholders and based on these analyses developing the objectives of the organization.				X	
11	Gain self-evaluation skills to identify exactly his/her self-learning and self-improvement needs, being at the same time equipped with the capacity to follow advanced courses and degree studies.		X			
12	Gain the ability to evaluate the organization that he/she is affiliated with and the ability to assess the knowledge that he/she has acquired in a critical perspective.				X	
13	Be able to use English, which is the medium of instruction in the department, at least in European Language Portfolio B1 General Level.					X
14	Be able to use information technologies applicable to business administration and management at European Computer Usage License Basic Level.		X			
15	Be directed towards the behavioral patterns and responsibilities of a business administrator in terms of quality awareness, occupational safety and health, in-service training, environmental issues, social responsibilities, and social, organizational and business ethics.			X		
16	Be inclined to encourage innovation and continuous improvement within the organization in which he/she takes responsibilities.			X		

Contribution Scale to a Qualification: 0-None, 1-Little, 2-Medium, 3-Considerable, 4-Largest

Other Relevant Information

