

## **COURSE OUTLINE**

**Course Code / Title** : HA2014 Public Organization Theory

**Pre-requisites** : HA1003

**No. of AUs.** : 3

**Contact Hours** : 39

### **Course Aims**

This course aims to provide an overview of the classic theories of organization and management, using two lines of inquiry: chronological and locus-based (internal vs. external). The course draws important distinctions between public and private organizations and elaborates on how these shape managerial practices within each sector. It also aims to equip you with practical knowledge on recruitment and development of public sector employees, as well as managing complex stakeholder networks. The course may be of interest to those who wish to expand their knowledge on the important differences between public and private organizations and practical ways to enhance public sector effectiveness. It will be of value both to those who wish to pursue a public sector career, and those who plan to work in close partnership with the government, regardless of the chosen sector of employment.

### **Intended Learning Outcomes (ILO)**

By the end of the course, you should be able to:

1. Describe the classic theories of organization and management.
2. Identify the differences between public and private organizations.
3. Explain how public-private differences affect managerial practices in the two sectors.
4. Summarize the major approaches to hiring and developing qualified public sector employees.
5. Reflect on the ways in which government can manage stakeholder relationships, particularly those with private organizations, nonprofit organizations, and citizens, respectively.

### **Course Content**

1. Introduction
2. Classic theories
3. Open system
4. Moving toward modern public management
5. Hiring and training public employees

6. Developing employees (1): Personality, value, and motivation theory
7. Developing employees (2): Self-determination theory (SDT)
8. Developing employees (3): Pay-for-performance & removal of job security
9. Reflection to reform
10. Ethical reasoning behind hard choices
11. External management (1): Contracting
12. External management (2): Citizen participation
13. Conclusion

**Course Assessment**

Class Participation	: 20%
Group-based homework assignments	: 20%
Final Examination	: 60%
<b>Total</b>	-----
	<b>100%</b>