SAGRADO
Universidad del Sagrado Corazón

SYLLABUS

TITLE: Organizations, work, and post-work

CODE: GIE 101

PREREQUISITE: N/A

CREDITS: 3 credits | 45 contact hours | 1 term

DESCRIPTION

In this course, students —by understanding the importance of the economic and social context— will explore how organizations transform to address the challenges posed by the United Nation's Sustainable Development Goals (SDGs) and formulate solutions based on their basic functions: planning, organization, direction, and control. It discusses different aspects of organizations as instruments of social, political, economic, and or environmental transformation.

JUSTIFICATION

The participation of citizens in the economic and social development of a country depends on the understanding of its economic, financial, labor, political, legal, and environmental issues. This knowledge allows students to make judgments and formulate opinions that lead them to understand their environment and produce solutions. For this reason, it is imperative they study the environment of organizations, focused on the analysis of their challenges and the search for solutions.

COMPETENCES

The course develops the following competences in students:

- **Innovation and entrepreneurship**
- **Ethical sense and social justice**
- **Communication**

OBJECTIVES

After completion of the seminar, students will be able to:

1. Describe the basic concepts of the economic context and its effect on the development of countries.
2. Explain the social challenges and opportunities of economic systems.
3. Recognize the relevance of collective/organizational actions for the search for alternatives to socioeconomic challenges.
4. Know the organizations, their challenges, management functions, and resource management.
5. Understand organizations and their structure as a mechanism for change.
6. Recognize the importance of strategic planning for strengthening human capital.
7. Value the ethical principles of fairness, transparency, participation, integrity, and good governance in organizations.

CONTENTS

I. The economic context and its effects on work

   A. Economic systems
   B. Economic scarcity and production resources
   C. Global, financial, and labor market economic context

II. The social context and its effects on post-work
   A. Capital / Labor and the vision of the other
   B. Challenges and opportunities of economic systems
      1. Social
      2. Political
      3. Cultural
      4. Environmental and ecological
   C. Sustainable Development Goals: A collective response to challenges

III. The organizational context for work transformation and post-work

   A. Purpose and challenges of organizations
   B. Management functions
      1. Planning
      2. Organization
      3. Direction
      4. Control
   C. Management in organizations
      1. Governance, ethics, and transparency
      2. Stakeholders
      3. Decision-making processes

4. Organizational culture
5. Resource management
6. Sustainability and failure
D. Organizational structures as a mechanism for change
1. Formal
a. For-profit or non-profit corporations
b. Partnerships
c. Cooperatives
d. Other
2. Informal
a. Collective
b. Movements
c. Other

IV. Strategic planning of organizations and their human capital

A. Strategic planning concept
B. Mission, vision, and objectives of the organization
C. SWOT Analysis

METHODOLOGY

The following strategies from the active learning methodology are recommended:
- Flipped classroom- Critical analysis of readings
- Role playing- Debates and representations
- Collaborative learning
- Implementation of graphic organizers: maps, timelines, etc.

EVALUATION

Compositions	30%
Participation	20%
Oral presentations	20%
Final project or exam	30%
Total	100%

LEARNING ASSESSMENT

The institutional assessment rubric is applied to the course's core activity.

BIBLIOGRAPHY

Bateman, T., Snell, S., & Konopaske, R. (2019). *Management: Leading and collaborating in a competitive world* (13th ed.). McGraw Hill.

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Collins, S. M., Bosworth, B. & Soto-Class, M. A. (Eds.) (2006). *Restoring growth in Puerto Rico.* Brookings Institution and the Center for the New Economy.

De Jesús Dávila, A. (2017). El reto de enfrentar la feminización de la pobreza en Puerto Rico. *Ceteris Paribus*. (7). https://ceterisparibusuprm.files.wordpress.com/2019/09/feminizacio-de-la-pobreza-en-pr-ceteris-paribus.pdf

Freeman, R. E., Harrison, J., & Wicks, A. (2007). *Managing for Stakeholders. Survival, Reputation, and Success.* Yale University Press.

Harowitz, S. (2011). *Who's really stealing company assets?* https://sm.asisonline.org/migration/Pages/who_E2_80_99s-really-stealing-company-assets-008806.aspx

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económico al Gobernador y a la Asamblea Legislativa.* http://jp.gobierno.pr/

Kolind, L. (2006). *The second cycle: Winning the war against bureaucracy*. Pearson
Education, Inc.

McKee, A. (2012). *Management: A focus on leaders*. Prentice Hall.

Porth, S. J. (2012). *Strategic management* (4th ed.). Pearson Education, Inc.

Robbins, S. P., De Cenzo, D. A., & Coulter, M. (2011). *Fundamentals of management*
(7th ed.). Prentice Hall.

Whetten, D. A., Cameron, K. S. (2011). *Developing management skills* (8th ed.).
Prentice Hall.

For more information resources related to the course's topics, access the library's webpage http://biblioteca.sagrado.edu/

REASONABLE ACCOMMODATION

For detailed information on the process and required documentation you should visit the corresponding office. To ensure equal conditions, in compliance with the ADA Act (1990) and the Rehabilitation Act (1973), as amended, any student in need of reasonable accommodation or special assistance must complete the process established by the Vice Presidency for Academic Affairs.

ACADEMIC INTEGRITY

This policy applies to all students enrolled at Universidad del Sagrado Corazón to take courses with or without academic credit. A lack of academic integrity is any act or omission that does not demonstrate the honesty, transparency, and responsibility that should characterize all academic activity. Any student who fails to comply with the Honesty, Fraud, and Plagiarism Policy is exposed to the following sanctions: receive a grade of zero in the evaluation and/or repetition of the assignment in the seminar, a grade of F (*) in the seminar, suspension, or expulsion as established in the Academic Integrity Policy effective in November 2022.