

SAGRADO

Universidad del Sagrado Corazón

SYLLABUS

TITLE:	Organizations, Work and Post-Work
CODING:	GIE 101
PREREQUISITE:	N/A
CREDITS:	3 credits 45 contact hours 1 term

DESCRIPTION

Based on the importance of understanding the economic and social context as a basis to formulate solutions to the challenges posed by the United Nations (UN) Sustainable Development Goals (SDGs), the student explores how organizations are transformed to meet these challenges from their basic functions: planning, organization, management, and control. Different aspects of organizations as an instrument of social, political, economic, and/or environmental transformation are discussed.

JUSTIFICATION

The participation of citizens in the economic and social development of the Island depends on the understanding of economic, financial, labor, political, legal, and environmental issues. Knowledge allows students to formulate judgments and opinions that lead them to understand their environment and come up with solutions. For this reason, it is imperative to study the environment of organizations, focused on the analysis of these challenges and the search for those solutions.

COMPETENCIES

The course develops the following competencies in the student:

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

OBJECTIVES

At the end of the seminar, the student 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 in the search for alternatives in the face of socio-economic challenges.
4. Understand 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 Labor
 - A. Economic Systems
 - B. Economic Scarcity and Production Resources
 - C. Global Economic, Financial, and Labor Market Context
- II. The Social Context and its Effects on the Post-Work Environment
 - 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 and Post-Work Transformation
 - 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. Corporations: for-profit or non-profit
 - b. Companies
 - c. Cooperatives
 - d. Others
 - 2. Informal
 - a. Collectives
 - b. Movements
 - c. Others

IV. Strategic Planning of Organizations and their Human Capital

- A. The Concept of Strategic Planning
- B. Mission, Vision, and Objectives of the Organization
- C. SWOT Analysis

METHODOLOGIES

The following active learning methodology strategies are recommended:

- Flipped classroom: critical analysis of readings
- Role-playing: discussions and representations
- Collaborative learning
- Implementation of graphic organizers: maps, timelines, etc.

EVALUATION

Compositions	30%
Participation	20%
Oral presentations	20%
Project or exam (final)	<u>30%</u>
Total	100%

LEARNING ASSESSMENT

The institutional assessment rubric will be applied to the core activity of the course.

BIBLIOGRAPHY

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

Caproni, P. (2012) *Management skills for everyday life* (3rd ed.). Boston: Prentice Hall.

Carvajal Orozco, J. G., Valencia García, J. A., & Delgado, A. C. (2013). DERECHOS HUMANOS Y ORGANIZACIONES: Una reflexión sobre el tema. *Económicas CUC*, 34(2), 83-99.

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.

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Freeman, R., Harrison, J. & Wicks, A. (2007) *Managing for Stakeholders. Survival, Reputation, and Success*. New Haven: Yale.

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

Hunger, J. D., & Wheelen, T. L. (2012) *Concepts in strategic management and business policy: Toward global sustainability* (13th ed.). Boston: Prentice Hall.

Irizarry, E. (2011) *Economía de Puerto Rico: Evolución de Puerto Rico* (2nd ed.). McGraw-Hill.

Instituto de Estadísticas de Puerto Rico. (2018) *Informe sobre desarrollo humano: Puerto Rico 2016*. Retrieved from https://estadisticas.pr/files/Publicaciones/INFORME_DESARROLLO_HUMANO_PUERTO_RICO_1.pdf

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

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

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

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

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

More informational resources related to the course topics can be found on the library's website at <http://biblioteca.sagrado.edu/>.

REASONABLE ACCOMMODATION

For detailed information on the process and required documentation, visit the appropriate office. To ensure equal opportunities in compliance with the ADA (1990) and the Rehabilitation Act (1973), as amended, all students in need of reasonable accommodation services or special assistance must complete the process established by the Vice President for Academic Affairs.

ACADEMIC HONESTY, FRAUD, AND PLAGIARISM

Any student who fails to comply with the honesty, fraud, and plagiarism policy is subject to the following sanctions: receive a grade of zero on the evaluation and/or retaking of the seminar's work; a grade of F(*) in the seminar; suspension or expulsion as stated in the Academic Honesty Policy document (DAEE 205-001), which took effect in August 2005.

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