



Organizational Theory

Fall 2025

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Final Exam Review Session

- Organization Theory – Key Concepts
- Fall 2025
- Quick recap for preparation

Groups vs Teams

- Groups: share information, limited synergy
- Teams: complementary skills, positive synergy
- Work group vs work team distinction

Social Identity Theory

- People feel pride or shame based on group success/failure
- Ingroup favoritism & social categorization
- Relational identification

Communication

- Synchronous: real-time (meetings, calls)
- Asynchronous: delayed (email, voicemail)
- Channel richness affects clarity

Leadership Basics

- Leadership = influence toward goals
- Trait theory: predicts leader emergence (extroversion strongest)
- Formal vs informal leadership

Power Types

- Legitimate, Reward, Coercive, Expert, Referent
- Power = dependence
- Leadership requires shared goals; power does not

Conflict Types

- Task conflict vs Relationship conflict vs Process conflict
- Functional vs Dysfunctional conflict
- Goal: reduce relational conflict, manage task conflict

Organizational Structure

- Departmentalization: grouping by function/product/location
- Chain of command, unity of command
- Span of control & formalization

Organizational Culture

- Subcultures & dominant cultures
- Socialization stages: Prearrival–Encounter–Metamorphosis
- Adhocracy = creativity & risk-taking

Short Answer Guidance

- Know definitions: social identity, asynchronous comm., power, conflict types
- Be concise and precise in terminology

Long Answer Guidance

- Structure answers: concept → explanation → application
- Use class terminology accurately
- Apply examples when possible