

Organizations and Society 201
Spring 2003
TTH 10:00-11:15

Instructor: Matthew Archibald
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Office: Tarbutton 213
Hours: Thursday 11:15 - 12:30
and by appointment
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Course Description:

Modern society is an organizational society. We are born in organizations and we die in them. In between, our lives are shaped by organizational entities, such as schools, universities, business firms, the music and entertainment industry, government agencies, prisons, labor unions, voluntary associations, and political parties, that we take for granted. This course provides an introduction to the central authors and themes in the sociology of organizations. We will use a loose historical framework to examine various research paradigms detailing core topics associated with the study of organizations such as: bureaucracy, power and conflict, rationality, authority, work, technology, and organizational deviance. Students will be encouraged to develop a general understanding of this unique sociological perspective as it applies to organizations as diverse as the CDC, Enron, Tha Row Records, and Al-Qaeda

Grading:

Since this is an introductory class, there will be no research paper. Instead, there will be six short summaries (two to three pages each), and one extended summary (three to four pages) covering the material. The short summaries will be due 1/28, 2/18, 3/4, 3/27, 4/8, 4/15 and the longer summary is due 4/22. There will be two exams. Exams will be given 3/6 and during the final exam period. The summaries and exams are each worth 50% of the grade.

Summaries:

Students will respond to questions provided by the instructor. Questions will be drawn from the daily readings as well as from material located in the library, in library databases and on the Internet.

* Please Take Note:

There will be no make-up exams given nor will I accept summaries after the due dates. The material requires daily vigilance in the form of remaining current with the readings and lectures.

Texts:

I. Bookstore:

- Hall, Richard H. 2002. *Organizations: Structures, Processes and Outcomes*. Eighth edition. New Jersey: Prentice Hall
- Scott, W. Richard. 2003. *Organizations: Rational, Natural and Open Systems*. Fifth edition. Thousand Oaks, CA: Sage.

II. Virtual reader:

- Bates, Frederick L. and Clyde C. Harvey. 1986. *The Structure of Social Systems*. Malibar, Florida: Krieger Publishing Co. Pp. 142 - 146

- Marx, Gary T. and Douglas McAdam. 1994. *Collective Behavior and Social Movements: Process and Structure*. New Jersey: Prentice Hall. Pp. 12 - 13
- Gibson, James L., John M. Ivancevich, and James H. Donnelly, Jr. 1979. *Organizations: Behavior, Structure and Processes*. Third edition. Dallas, Texas: Business Publications, Inc. Pp. 239-266
- Taylor, Frederick Winslow. 1947 [1929]. *The Principles of Scientific Management*. N.Y.: W.W. Norton and Co. Pp. 9-29, 30-55
- Linhart, Robert. 1981. *The Assembly Line*. Amherst: University of Massachusetts Press. Pp. 13-41
- Braverman, Harry. 1974. *Labor and Monopoly Capital: The Degradation of Work in the Twentieth Century*. New York: Monthly Review Press. Pp. 100-123
- Perrow, Charles. 1986. *Complex Organizations: A Critical Essay*. New York: Random House. Pp. 1-3
- Gillespie, Richard. 1991. *Manufacturing Knowledge: A History of the Hawthorne Experiments*. Cambridge, UK: Cambridge University Press. Pp. 7 - 26, 37 - 68
- Hannan, Michael T. and John Freeman. 1977. "The Population Ecology of Organizations." *American Journal of Sociology* 82:5 Pp. 929 - 940, 946 - 949, 955 - 964
- Meyer, John W. and Brian Rowan. 1977. "Institutionalized Organizations: Formal Structure as Myth and Ceremony." *American Journal of Sociology* 83(2): Pp. 340 - 363
- Becker, Howard S. 1982. *Art Worlds*. Berkeley, CA: University of California Press. Pp. 1 - 39

Course Outline and Calendar

Week 1

1/16 The Sociology of Organizations

Week 2

1/21 Introduction to the Sociology of Organizations

Readings: (1) Hall *Organizations*, pp. 1-26

1/23 Formal Complex Organization, Social Organization, and Collective Behavior

Readings: (1) Bates and Harvey *Structure of Social Systems*, pp. 142 - 146; (2) Gary Marx and McAdam *Collective Behavior*, pp. 12 - 13

Week 3

1/28 Organizational Concepts

Readings: Scott *Organizations, Rational, Natural and Open Systems*, pp. 1 - 30

* Summary #1 Due Today

1/30 Organizational Structure Components 1

Readings: Hall *Organizations*, pp. 45 - 91

Week 4

2/4 Organizational Structure 2

Readings: Gibson, Ivancevich and Donnelly pp. 239-260

2/6 Rational Systems: Scientific Management part 1

Readings: Taylor *Principles*, pp. 9 - 29

Week 5

- 2/11 Rational Systems: Scientific Management part 2
Readings: Taylor *Principles*, pp. 30 - 55
- 2/13 Life in the Factory
Readings: Linhart *Assembly Line*, pp. 13 -41

Week 6

- 2/18 Power, Authority and Control
Readings: Braverman *Labor and Monopoly Capital*, pp. 85 – 123
*Summary #2 Due Today
- 2/20 Power, Authority and Control
Readings: Hall *Organizations*, pp. 106 - 130

Week 7

- 2/25 Bureaucracy
Readings: (1) Scott *Organizations*, pp. 42 - 55
- 2/27 Bureaucracy Revisited
Readings: (1) Perrow *Complex Organizations* pp. 1 - 3

Week 8

- 3/4 Review for mid term
*Summary #3 Due Today
- 3/6 Exam #1

Week 9

- 3/11 No Class
- 3/13 No Class

Week 10

- 3/18 Natural Systems: Informal Structure
Readings: Scott *Organizations* 56 – 81
- 3/20 Human Relations and the Hawthorne Experiments
Readings: Gillespie *Hawthorne*, pp. 7 - 68

Week 11

- 3/25 Organizational Behavior: Decision-Making and Communication
Readings: Hall *Organizations*, pp. 151 – 180, 283 - 301
- 3/27 Organizational Environments
Readings: Gibson, Ivancevich and Donnelly pp. 322 – 335
Readings: Scott *Organizations*, pp.125 – 149
* Summary # 4 Due Today

Week 12

4/1 Boundary Setting: Technical Environments
Readings: Scott *Organizations* pp.185 - 197

4/3 Boundary Spanning: Technical Environments
Readings: Scott *Organizations* pp.197 - 213

Week 13

4/8 Managing Institutional Environments
Readings: Scott *Organizations*, pp. 213 - 229
Readings: Hall *Organizations*, pp. 201 - 217
* Summary # 5 Due Today

4/10 Population Ecology of Organizations
Readings: Hannan and Freeman *Population Ecology*, pp. 176 - 200

Week 14

4/15 Institutionalism in Organizational Analysis
Readings: (1) review Scott *Organizations*, pp. 134 – 141
* Summary # 6 Due Today

4/17 Institutionalism Revisited
Readings: (1) Meyer and Rowan *Institutionalized Organizations*,
pp. 41 – 62

Week 15

4/22 Social Worlds: Extended Organizational Paradigms
Readings: Becker *Art Worlds*, pp. 1 - 39
* Extended Summary Due Today

4/24 Review

Week 16

4/29 – 5/10 Exam #2