

Sociology of Organizations 514  
Spring 2003  
Tuesdays 1 - 4

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#### Course Description:

The sociology of organizations is a broad framework encompassing a number of explanatory perspectives for understanding how organizations contribute to the creation of more or less cohesive social order. For example, economic theories of complex formal organizations tend to create a highly stylized view of the world of organizations (e.g., they assume that organizations maximize profits, that output levels are a function of a limited number of input factors, that organizations are rational, and make rational decisions, etc.) while sociological theories raise a number of provocative counter assumptions (e.g., organizations satisfice rather than maximize, organizational rationality may be ritualistic, profits are not the only goals organizations seek, organizations are social, political and cultural systems, etc.). This graduate-level course exploits these and other contrasts by providing students with a comprehensive introduction to the theoretical and empirical literature on complex organizations. We will use a loose historical framework to examine various research paradigms detailing core topics associated with the study of organizations such as: social and formal organization, bureaucracy, power and conflict, rationality, authority, domination, institutions, and environments. Course goals are to: (1) provide students with an intensive introduction to the organizational literature, and (2) encourage students to apply their understanding by developing their own organizational research projects.

#### Responsibilities, evaluation and progress:

Students are responsible for reading and discussing the material each week. During two of those weeks, each student will prepare a summary of the readings including questions and criticisms (2-3 pages), distribute the summary, and lead the discussion. In addition, I will ask the class to respond to questions put to the material in the form of periodic summaries (1-2 pages). Lastly, there is a final paper (10-15 pages) covering your own research interests, the content of which can vary widely. You may do a literature review, a research proposal, a dissertation or masters' prospectus or work on an empirical project. Grades are based on participation (20%), two discussion-leads (25%), periodic summaries (20%) and a final paper (35%).

#### Texts:

##### I. Druid Hills Bookstore:

- Becker, Howard S. 1982. *Art Worlds*. Berkeley, CA: University of California Press.
- Gillepsie, Richard. 1991. *Manufacturing Knowledge: A History of the Hawthorne Experiments*. Cambridge: Cambridge University Press
- North, Douglass. 1990. *Institutions, Institutional Change and Economic Performance*. Cambridge: Cambridge University Press
- Powell, Walter W. and Paul J. DiMaggio. 1991. *The New Institutionalism in Organizational Analysis*. Chicago, Illinois: University of Chicago Press.

##### II. Emory Bookstore:

- Scott, W. Richard. 2003. *Organizations: Rational, Natural and Open Systems*. Fifth edition. Thousand Oaks, CA: Sage.

##### III. Reader

## Course Outline and Calendar:

January 21

The Sociology of Organizations

January 28

Complex Formal Organization, Social Organization.

### Required Readings:

- (1) Bates, Frederick L. and Clyde C. Harvey. 1986. *The Structure of Social Systems*. Malibar, Florida: Krieger Publishing Co. Pp. 142 - 146
- (2) Hamilton, Gary G. 1995. "Contextualizing Organizations in Societies and History" *Newsletter of the Comparative and Historical Sociology Section of the American Sociological Association* Vol 7, No. 3.
- (3) Blau, Peter J. and W. Richard Scott. 1962. *Formal Organizations: A Comparative Approach*. San Francisco California: Chandler Publishing Co. Pp. 2-5

### Supplemental readings:

- (4) Jary, David and Julia Jary. 1991. *The Harper Collins Dictionary of Sociology*, pp. 465, 457, 345-346

Theoretical Overview of Organizational Perspective.

### Required Readings:

- (1) Mouzelis, Nicos P. 1967. *Organization and Bureaucracy*. Chicago, Illinois: Aldine Publishing Co. Pp. 7-37
- (2) Guillen, Mauro F. 1994. *Models of Management: Work Authority and Organization in a Comparative Perspective*. Pp. 1-29

### Supplemental readings:

- (3) Scott, W. Richard. 2003. *Organizations: Rational, Natural and Open Systems*. Fifth edition. Thousand Oaks, CA: Sage. Pp. 1-30

February 4

Formative Period (late 19<sup>th</sup> century): Bureaucracy.

### Required Readings:

- (1) Weber, Max. 1978 [1922]. *Economy and Society*. Volumes I and II. Guenther Roth and Claus Wittich, eds. Berkeley, CA: University of California Press. Vol 1: Chapter III. Vol II: Chapter X and (introductory) XI.
- (2) Mouzelis, Nicos P. 1967. *Organization and Bureaucracy*. Chicago, Illinois: Aldine Publishing Co. Pp. 38-54.
- (3) Perrow, Charles. 1986. *Complex Organizations: A Critical Essay*. New York: Random House. Chapter 1.

### Supplemental readings:

- (1) Foucault, Michel. 1977. *Discipline and Punish: The Birth of the Prison*. New York: Random House.
- (2) Scott, W. Richard. 2003. *Organizations: Rational, Natural and Open Systems*. Fifth edition. Thousand Oaks, CA: Sage. Pp. 43-49

- (3) Clegg, Stewart R. 1994. "Max Weber and Contemporary Sociology of Organizations." Pp. 46-81 in *Organizing Modernity: New Weberian Perspectives on Work, Organization and Society*, edited by Larry J. Ray and Michael Reed. London: Routledge.

February 11

Formative Period (1889 - 1929) The Managerial Tradition

Required Readings:

- (1) Taylor, Frederick Winslow. 1947 [1929]. *The Principles of Scientific Management*. N.Y.: W.W. Norton and Co. Pp. 9 - 144
- (2) Mouzelis, Nicos P. 1967. *Organization and Bureaucracy*. Chicago, Illinois: Aldine Publishing Co. Pp. 79 - 95.
- (3) Braverman, Harry. 1974. *Labor and Monopoly Capital: The Degradation of Work in the Twentieth Century*. New York: Monthly Review Press. Pp. 85 - 123
- (4) Perrow, Charles. 1986. *Complex Organizations: A Critical Essay*. New York: Random House. Pp 49 - 62.

Supplemental readings:

- (1) Scott, W. Richard. 2003. *Organizations: Rational, Natural and Open Systems*. Fifth edition. Thousand Oaks, CA: Sage. Pp. 33-43
- (2) Nelson, D. 1992. *A Mental Revolution: Scientific Management Since Taylor*. Columbus, OH: Ohio State University Press.

February 18

Early Middle Period (1930 - 1970) The Human Relations School

Required Readings:

- (1) Gillespie, Richard. 1991. *Manufacturing Knowledge: A History of the Hawthorne Experiments*. Cambridge, UK: Cambridge University Press.
- (2) Mouzelis, Nicos P. 1967. *Organization and Bureaucracy*. Chicago, Illinois: Aldine Publishing Co. Pp. 97 - 112.
- (3) Perrow, Charles. 1986. *Complex Organizations: A Critical Essay*. New York: Random House. Pp 62 - 96, 114 - 118

Supplemental readings:

- (1) Scott, W. Richard. 2003. *Organizations: Rational, Natural and Open Systems*. Fifth edition. Thousand Oaks, CA: Sage. Pp. 56 - 69.
- (2) Barnard, Chester. 1938. *The Functions of the Executive*. Cambridge, MA
- (3) Roethlisberger, Fritz J. and William J. Dickson. 1939. *Management and the Worker*. Cambridge, MA: Harvard University Press

February 25

Late Middle Period (1930 - 1970):

Structural Approaches, Decision Theory, Early Institutionalism

Required Readings:

- (1) March, James G. and Herbert A. Simon. 1958. *Organizations*. New York: Wiley. Pp. 34 - 171

- (2) Cohen, Michael D., James G. March and John P. Olsen. 1972. "A Garbage Can Model of Organizational Choice." *Administrative Science Quarterly* 17:1-25.
- (3) Chandler, Alfred Dupont. 1977. *The Visible Hand : The Managerial Revolution in American Business*. Cambridge, MA: Belknap Press. Pp. 1 – 11
- (4) Mouzelis, Nicos P. 1967. *Organization and Bureaucracy*. Chicago, Illinois: Aldine Publishing Co. Pp. 120 - 135.
- (5) Perrow, Charles. 1986. *Complex Organizations: A Critical Essay*. New York: Random House. Pp 119 - 140.

Supplemental readings:

- (1) Blau, Peter M. 1963. *The Dynamics of Bureaucracy: A Study of Interpersonal Relations in Government Industry*. 3rd ed. New York: Random House
- (2) Dalton, Melville. 1959. *Men Who Manage: Fusions of Feeling and Theory in Administration*. New York: John Wiley and Sons, Inc.
- (3) Stinchcombe, Arthur. 1965. "Social Structure and Organizations." Pp.142-193 in *Handbook of Organizations*. Edited by J. March. New York, Rand McNally.
- (4) Parsons, Talcott. 1960. "A Sociological Approach to the Theory of Organizations." Pp. 16-58 *Structure and Process in Modern Societies*, edited by Talcott Parsons. Glencoe, IL: Free Press.
- (5) Parsons, Talcott. 1956. "Suggestions for a Sociological Approach to the Theory of Organizations." Parts I and II. *Administrative Science Quarterly* 1:63-85, 225-239.
- (6) Selznick, Philip. 1949. *TVA and the Grass Roots*. Berkeley: University of California Press.
- (7) Gusfield, Joseph R. 1955. Social structure and moral reform: A study of the Women's Christian Temperance Union. *American Journal of Sociology*, 61: 221-232.
- (8) Gouldner, Alvin W. 1954. *Patterns of Industrial Bureaucracy*. Glencoe, IL: Free Press.

#### March 4

#### The Organizational Environment.

#### Contingency, Resource Dependence and Transaction Cost Theories

##### Required Readings:

- (1) Scott, W. Richard. 2003. *Organizations: Rational, Natural and Open Systems*. Fifth edition. Thousand Oaks, CA: Sage. Pp. 125 - 149, 185 - 261.
- (2) Davis, Gerald F. and Walter W. Powell. 1992. "Organization-Environment Relations." Chapter 6 (read only Pp. 317 - 341) in *Handbook of Industrial and Organizational Psychology Vol 3*, edited by M. Dunette. Consulting Psychologists Press
- (3) Donaldson, Lex. 1996. "The Normal Science of Structural Contingency Theory." Pp. 57-77 in *Handbook of Organization Studies* edited by Stewart R. Clegg and Cynthia Hardy. London: Sage Publications.

##### Supplemental readings:

- (1) Stinchcombe, Arthur L. 1990. *Information and Organizations*. California: University of California Press.
- (2) Gibson, James L., John M. Ivancevich, and James H. Donnelley, Jr. 1979. *Organizations: Behavior, Structure and Processes*. Third edition. Dallas, Texas: Business Publications, Inc. Pp. 239-266
- (3) Hirsch, Paul M. 1972. "Processing Fads and Fashions: An Organization-Set Analysis of Cultural Industry Systems." *American Journal of Sociology* 77:639-659.

March 18

Social Organization, Industrial Sociology, Work and Occupations

Required Readings:

- (1) Abbott, Andrew. 1993. "The Sociology of Work and Occupations." *Annual Review of Sociology* 19:187-209
- (2) Simpson, Ida Harper. 1989. "The Sociology of Work: Where Have the Workers Gone?" *Social Forces* 67:563-581.
- (3) Becker, Howard S. 1982. *Art Worlds*. Berkeley, CA. University of California Press.

Supplemental readings:

- (1) Abbott, Andrew. 1988. *The System of the Professions: An Essay on the Division of Expert Labor*. Chicago: University of Chicago Press
- (2) Linhart, Robert. 1981. *The Assembly Line*. Amherst: University of Massachusetts Press.

March 25

Neo Institutionalism in economics

Required Readings:

- (1) North, Douglass. 1990. *Institutions, Institutional Change and Economic Performance*. Cambridge: Cambridge University Press.

Supplemental readings:

- (1) Coase, Ronald H. (1983). The New Institutional Economics. *Journal of Institutional and Theoretical Economics*, 140: 229-231.

April 1

Neo Institutionalism in sociology: early formulations

Required Readings:

- (1) DiMaggio, Paul J. and Walter W. Powell. 1991. "Introduction." Pp. 183-204 in *The New Institutionalism in Organizational Analysis* edited by Paul J. DiMaggio and Walter W. Powell. Chicago, IL: University of Chicago Press.
- (2) Jepperson, Ronald L. 1991. "Institutions, Institutional Effects, and Institutionalism." Pp. 143-164 in *The New Institutionalism in Organizational Analysis* edited by Paul J. DiMaggio and Walter W. Powell. Chicago, IL: University of Chicago Press.
- (3) Meyer, John W. and Brian Rowan. 1991 [1977]. "Institutionalized Organizations: Formal Structure as Myth and Ceremony." Chapter 2 in *The New Institutionalism in Organizational Analysis* edited by Paul J. DiMaggio and Walter W. Powell. Chicago, IL: University of Chicago Press.

- (4) DiMaggio, Paul J. and Walter W. Powell. 1991 [1983]. "The Iron Cage Revisited: Institutional Isomorphism and Collective Rationality." Chapter 3 in *The New Institutionalism in Organizational Analysis* edited by Paul J. DiMaggio and Walter W. Powell. Chicago, IL: University of Chicago Press.
- (5) Friedland, Roger and Robert R. Alford. 1991. "Bringing Society Back In: Symbols, Practices, and Institutional Contradictions." Chapter 10 in *The New Institutionalism in Organizational Analysis* edited by Paul J. DiMaggio and Walter W. Powell. Chicago, IL: University of Chicago Press.
- (6) Scott, W. Richard and John W. Meyer. 1991. "The Organization of Societal Sectors: Propositions and Early Evidence." Chapter 5 in *The New Institutionalism in Organizational Analysis* edited by Paul J. DiMaggio and Walter W. Powell. Chicago, IL: University of Chicago Press.
- (7) Powell, Walter W. 1991. "Expanding the Scope of Institutional Analysis." Chapter 8 in *The New Institutionalism in Organizational Analysis* edited by Paul J. DiMaggio and Walter W. Powell. Chicago, IL: University of Chicago Press.

Supplemental readings:

- (1) Scott, W. Richard. 1998. *Institutions and Organizations*. 4<sup>th</sup> edition Thousand Oaks, CA: Sage.
- (2) Meyer, John W. 1977. "The Effects of Education as an Institution" *American Journal of Sociology* 83:53-77
- Perrow, Charles. 1985. "Overboard with Myth and Symbols" *American Journal of Sociology* 91:151-55
- (3) Fligstein, Neil. 1991. "The Structural Transformation of American Industry." Chapter 13 in *The New Institutionalism in Organizational Analysis* edited by Paul J. DiMaggio and Walter W. Powell. Chicago, IL: University of Chicago Press.

April 8

Neo institutionalism in sociology: current formulations

Required Readings:

- (1) Meyer, John W. 1994. "Rationalized Environments." Pp. 28-54 in *Institutional Environments and Organizations: Structural Complexity and Individualism*. Thousand Oaks, CA: Sage Publications
- (2) Jepperson, Ronald L. "The Development and Application of Sociological Neoinstitutionalism." Pp. 229 - 267 in *New Directions in Contemporary Sociological Theory*, edited by Joseph Berger and Morris Zelditch Jr. Lanham, Maryland: Rowman and Littlefield Publishers, Inc.
- (3) Fligstein, Neil N. 1998. "Fields, Power, and Social Skill: A Critical Analysis of the New Institutionalisms." Paper presented at Hamburg University October 9-11, 1997.
- (4) Stryker, Robin. 2002. "A Political Approach to Organizations and Institutions." Pp. 169-191 in *Social Structure and Organizations Revised Vol 19* edited by Michael Lounsbury and Marc J. Vantresca. Oxford, UK: JAI Elsevier.

Supplemental readings:

- (1) Scott, W Richard and John W. Meyer. 1994. *Institutional Environments and Organizations: Structural Complexity and Individualism*. Thousand Oaks, CA: Sage Publications
- (2) Meyer, John W. 1977. "The Effects of Education as an Institution" *AJS* 83:53-77
- (3) McAdam, Doug and W. Richard Scott. 2001. "Organizations and Movements." Unpublished manuscript for Conference on Organizations and Social Movements May 2001.

April 15

Population ecology, neo institutionalism, and institutional ecology

Required Readings:

- (1) Carroll, Glenn R. and Michael T. Hannan. 2000. *The Demography of Corporations and Industries*. Princeton, NJ: Princeton University Press. Pp. 59- 81, 213-232
- (2) Baum, Joel A.C. 1996. "Organizational Ecology" Pp.77-114 in Stewart R. Clegg, Cynthia Hardy, and Walter R. Nord (Eds.), *Handbook of Organization Studies* : Thousand Oaks, CA: Sage Publications.
- (3) Barron, David N. 1999. "The Structuring of Organizational Populations." *American Sociological Review* 64:421-446.
- (4) Minkoff, Debra C. 1997. "The Sequencing of Social Movements." *American Sociological Review* 62:779-799.

Supplemental readings:

- (1) Scott, Richard W., Martin Ruef, Peter J. Mendel and Carol A. Caronna. 2000. *Institutional Change and Healthcare Organizations: From Professional Dominance to Managed Care*. Chicago: University of Chicago Press.
- (2) Baum, Joel A.C. and Christine Oliver. 1996. "Toward an Institutional Ecology of Organizational Founding." *Academy of Management Journal* 39:1378-1427.
- (3) Baum, Joel A.C. and Walter W. Powell. 1995. "Cultivating an Institutional Ecology of Organizations: Comment on Hannan, Carroll, Dundon and Torres." *American Sociological Review* 60:529-538.
- (4) Hannan, Michael T. and Glenn R. Carroll. 1992. *Dynamics of Organizational Populations: Density, Legitimation and Competition*. New York, NY: Oxford University Press.
- (5) Singh, Jitendra V., David J. Tucker and Agnes G. Meinhard. 1991. "Institutional Change and Ecological Dynamics." Pp. 361 - 390 in *The New Institutionalism in Organizational Analysis* edited by Walter W. Powell and Paul J. DiMaggio. Chicago, Illinois: University of Chicago Press.
- (6) Amburgey, Terry L. and Haygareeva Rao. 1996. "Organizational Ecology: Past, Present and Future Directions." *Academy of Management Journal* 39:1265-1286.

April 22

Presentations