

***Note: This syllabus is from Spring 2008 and is an example of what the syllabus will look like for Fall 2008. However, there may be changes caused by new publications, materials or research so IT MAY CHANGE. Do Not Purchase the Texts Until after the First Day of Class as they also may change.

Sociology 419
Analysis in Formal Organizations
Spring Semester, 2008
Saunders 242

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Analysis in Formal Organizations

The objective of this course is to survey and analyze the major theoretical approaches to the study of organizations, organizational structure and processes, effectiveness, pathologies, and the relationship between organizations and their environments.

Required Readings:

Hall, Richard H. and Tolbert, Pamela S. Organizations: Structures, Processes, and Outcomes. Ninth Edition. Upper Saddle River, New Jersey: Pearson Prentice-Hall, 2005.

Shafritz, Jay M., Ott, J. Steven and Jang, Yong Suk. Classics of Organization Theory. Sixth Edition. Belmont, California: Thompson Wadsworth, 2005.

Handouts to be distributed in class.

Course Requirements and Grading Policy:

There will be three take-home open-book examinations based on the texts and lectures. Exams turned in late will be docked one letter grade for each day late. Short written exercises will be assigned. There will be no make-up exams because each is a take-home, and with proper planning, extensions will not be necessary. The final grade will be based on the examinations (30% for each examination) and on written assignments and class participation (10%). The Sociology Department is conducting an assessment of our courses and so each student is required to submit a sample of their work written for this class on a disk.

Outline of the Topics and Readings

- I. Why Do We Study Organizations? The Impact of Organizations on the Individual, Community, and Society (weeks of Jan 14 and 21)

Hall, 1-26.

II. Major Theoretical Approaches to Organizations

A. Organizations as Rational Systems (week of Jan 28)

Taylor in Shafritz et al., 61-72.
Fayol in Shafritz et al., 48-60.
Weber in Shafritz et al., 73-78.

B. Organizations as Natural Systems (week of Feb 4)

Merton in Shafritz et al., 103-111.
McGregor in Shafritz et al., 179-184.
Roethlisberger, 158-166.
Barnard, 93-102.
Blau and Meyer, "Bureaucracy in Process," handout.

C. Organizations as Open Systems (week of Feb 11)

Hall, 207-221.
Katz and Kahn in Shafritz et al., 480-490.
Thompson in Shafritz et al., 491-504.

Examination

III. Structural Variation in Organizations

A. Relationships between Structural Characteristics (week of Feb 18)

Hall, 27-62.

B. Explanations for Differences between Organizations (week of Feb 25)

Hall, 63-85.

Organizational Structure and Processes: Selected Aspects and Problems

Goals (week of Mar 3)

Hall, 226-229.
Scott, "Goals," handout.

B. Power (week of Mar 10)

Hall, 86-106.

French and Raven in Shafritz et al., 311-320.
Michaels in Shafritz et al., 304-310 (review).
Mintzberg in Shafritz et al., 219-230.

C. Leadership (week of Mar 17)

Hall, 107-126.

D. Decision Making (week of Mar 31)

Hall, 127-136.
Pfeffer in Shafritz et al., 289-303.

E. Communication (week of Apr 7)

Hall, 137-153.

Examination

V. Organizations and Their Environments

A. The General Environment (week of Apr 14)

Hall, 173-188.
Acker in Shafritz et al., 450-459.

B. Interorganizational Relations (week of Apr 21)

Hall, 189-206.

VI. Organizational Effectiveness (weeks of April 28 and May 5)

Hall, 222-244.

Examination: Due Thursday, May 10, 2007, in the Sociology Department Office, Room 247, Saunders Hall, by 1:30 p.m. Please give your examination to the office staff. The office is closed between 12 noon and 1:00 p.m. Reminder: Please remember that a course requirement is to submit a sample of your writing for this course on a disk labeled with your name, course number and semester by Thursday, May 10, 2007 or before.

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