

SYLLABUS-FALL 2014
SOCI 3304-02 SOCIAL ORGANIZATION
T/R 0930-1045
2025 SOCIAL SCIENCES BLDG.

COURSE DESCRIPTION:

SOCI 3304 - Social Organization

3 Class Hours 0 Laboratory Hours 3 Credit Hours

Prerequisite: SOCI 2201.

This course is an introduction to large scale social organizations, with an emphasis on bureaucracy. It examines both the formal and informal aspects of bureaucracy, including topics ranging from power and authority, to centralization and decentralization, red tape, and professionalism.

INSTRUCTOR INFORMATION:

DR. LINDA A. TREIBER

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OFFICE HOURS: 11-12 T/R AND BY APPOINTMENT

COURSE OBJECTIVES:

In this course we will focus on social science and sociological literatures that explain and define the important features of organizations in modern societies. Wide variety exists in organizational forms; these differ over time and across cultures. We will discuss how organizations and their members adapt to change-including changes in markets, populations, and the needs of members of the organization. Other main themes include theories of power and control and how these are framed in terms of race, social class, and gender intersections. We will also be concerned with ethics and organizational deviance. At the completion of the course, students should be able to use the theories and course concepts to summarize and critique key arguments and to apply these principles in an organizational case study paper, presentation, and exams.

This course seeks to enable the students to:

1. Understand the social and historical context for the emergence of organizations.
2. Understand the major theoretical models for organizational analysis in the contemporary social science literature.
3. Articulate alternative ways of understanding organizations.
4. Evaluate the increasing scope and centrality of organizations in contemporary society.
5. Explore the implications of increasing organizational scope for social economic and political life.
6. Apply the theories and methods of organizational analysis as researchers, workers, and professionals.

REQUIRED TEXTS:

Sociology of Organizations: Classic, Contemporary and Critical Readings

Michael J. Handel (Editor) 2002 Sage Publications

ISBN: 978-0761987666

The McDonaldization of Society: 20th Anniversary Edition

George Ritzer 2012 Sage Publications

ISBN: 978-1-4522-2669-9

Other readings will be distributed in class or available on D2L

ATTENDANCE:

Absences from class will only be excused for students who have documentation that severe illness, incapacity, or official university business prevented them from being present. Students are responsible for all readings and attendance at lectures and films. Attendance will be taken in every class.

EXAMS:

There will be three exams. The dates are noted in the syllabus. Although the exams are not comprehensive, the instructor assumes that knowledge obtained in readings, lectures, and assignments is cumulative. Each exam will consist of a combination of multiple choice and essay questions.

Make-up exams are available only for students who have documentation that illness, incapacity, or official university business prevented them from being present at the regularly scheduled examination date. Make-up exams are administered during the final exam period.

The third and final exam will be administered according to the University final exam schedule, **TUESDAY DECEMBER 9, 1030-1230. The final exam date is non-negotiable**, so please make arrangements to be there.

Evaluation	Weight
Exam 1	20%
Exam 2	20%
FINAL EXAM	20%
Presentation	10%
Term Paper	20%
Class Participation	10%
TOTAL	100%

CLASS PARTICIPATION AND ATTENDANCE:

Attendance will be taken every class. Every student is expected to participate in class. This means contributing to class discussions as well as active participation in class exercises, which will be held at announced and unannounced times throughout the course. Examples of in-class exercise include short writing assignments, small group discussions, and in-class projects. **We will have added emphasis in this class on working in teams to critique and discuss the case study papers and core concepts. You cannot get credit for class participation unless you are in class and are contributing.**

GRADES:

Grades will be based upon your percentage of the total number of points on exams, written work, and attendance. A= 90-100%; B= 89.99-80%; C= 79.99-70%; D= 69.99-60%; F= Below 60%.

ENROLLMENT STATUS:

Students are solely responsible for managing their enrollment status in a class; nonattendance does not constitute a withdrawal. Please refer to the official KSU policy for potential reimbursement if you withdraw from classes.

ACADEMIC INTEGRITY STATEMENT:

Every KSU student is responsible for upholding the provisions of the Student Code of Conduct, as published in the Undergraduate and Graduate Catalogs, Section II of the Student Code of Conduct addresses the university's policy on academic honesty, including provisions regarding plagiarism and cheating, unauthorized access to University materials, misrepresentation/falsification of University records or academic work, malicious removal, retention, or destruction of library materials, malicious/intentional misuse of computer facilities and/or services, and misuse of student identification cards. Incidents of alleged academic misconduct will be handled through the established procedures of the University Judiciary Program, which includes either an "informal" resolution by a faculty member, resulting in a grade adjustment, or a formal hearing procedure, which may subject a student to the Code of Conduct's minimum one semester suspension requirement. **The full policy is published at the following link:**

<https://web.kennesaw.edu/scai/content/ksu-student-code-conduct>

DISABILITIES:

Any student with a documented disability needing academic adjustments is requested to notify the instructor as early in the semester as possible. Verification from KSU Student Disability Services is required. All discussions will remain confidential.

CONDUCT:

Several rules of classroom conduct should be followed.

- PLEASE DO NOT USE CELL PHONES OR LAPTOP COMPUTERS during class.
- Arrive on time and do not leave early.
- If an instructor (including me) or any of your peers says or does anything that you consider racial or sexual harassment, notify the instructor immediately. If this happens in class, you may write me an anonymous note or contact me in person.
- Belligerent, abusive, profane, threatening and or inappropriate behavior is a violation of the KSU student council regulations. I value and respect your contributions. Please do the same for others in the class.

COURSE OUTLINE:

I plan to follow the course outline listed below as closely as possible. If changes are necessary during the semester, I will announce them in advance. Please read the specified material in the text prior to the dates on which they will be discussed. I expect that you will come to class prepared to discuss assigned course material. You will be responsible for all assigned readings, whether they are explicitly covered in class or not. Please ask questions about any information presented in texts or lectures.

SCHEDULE OF TOPICS AND READINGS

PLEASE READ THE SELECTIONS IN THE ORDER LISTED.

TOPIC 1: INTRODUCTION TO ORGANIZATIONS

August 19-21

Handel, "Introduction" and "Organizations as Rational Systems I: Classic Theories of Bureaucracy and Administration—A. Early Definitions of Organization and Management" pp.1-13

Ritzer, George, *The McDonaldization of Society* chapters 1-2

TOPIC 2: RATIONAL THEORIES OF ORGANIZATION

August 26- 28

Handel, "Organizations as Rational Systems I: Classic Theories of Bureaucracy and Administration—B. Scientific Management and the Position of Labor" pp.13-16.

Max Weber, "Bureaucracy and Legitimate Authority" [1924] Handel [1]

Frederick W. Taylor, "The Principles of Scientific Management" [1911] Handel [2]

Critique: Harry Braverman, "The Degradation of Work in the Twentieth Century" [1974] Handel [3]

Ritzer, George, *The McDonaldization of Society* chapters 3-4

TOPIC 3: THE MCDONALDIZATION OF SOCIETY

September 2-4

Ritzer, George, *The McDonaldization of Society* chapters 5-8

TOPIC 4: EMPIRICAL RESEARCH ON ORGANIZATIONS

September 9-11

Handel, "Organizations as Rational Systems II: Contingency Theory and the Discovery of Organizational Variation" pp. 39-44.

Tom Burns and G.M. Stalker, "The Management of Innovation" [1963] Handel [4]

Woodward, "Technology and Organization" [1965] Handel [5]

D.S. Pugh, "The Measurement of Organization Structures" [1973] Handel [6]

TOPIC 5: ORGANIZATIONS AS HUMAN AND SOCIAL SYSTEMS**September 16-18***Human Relations Management*

Handel, "Organizations as Human and Social Systems I: "The Impulse to Work", Pp. 77-84
 Homans, "The Hawthorne Experiments" [1941] in Handel [7]
 Bramel and Friend, "Hawthorne, the Myth of the Docile Worker, and Class Bias in Psychology" in Handel [8].

Commitment and Control

Douglas McGregor, "The Human Side of Enterprise" (1957), Handel [9]
 Richard Walton, "From Control to Commitment in the Workplace" (1985) Handel [10]
 Laurie Graham, "Inside a Japanese Transplant: A Critical Perspective" (1993) Handel [12]

EXAM 1 September 23**TOPIC 6: INSIDE ORGANIZATIONS****September 25- September 30**

Handel, "Organizations as Human and Social Systems II: Informal Organization as Shadow Structure," pp.145-148
 Melville Dalton, "Conflicts between Staff and Line Managerial Officers" (1950) in Handel [13]
 Robert Jackall, "The World of Corporate Managers"(1989) in Handel [14]
 Michael Burawoy, "Manufacturing Consent" in Handel [15].

TOPIC 7: ORGANIZATIONS AND POWER**October 2**

Handel, "Power in Organizations", pp. 205-209.
 Michels, "Organizations and Oligarchy" in Handel [17]

TOPIC 8: ORGANIZATIONS AS OPEN SYSTEMS**October 7-14**

Handel, "Organizations as Open Systems: Organizations and their Environment" pp. 225-232.

Resource Dependency Theory

Pfeffer and Salancik, "The External Control of Organizations" (1978) in Handel [18]

Institutional Theory

DiMaggio and Powell, "The Iron Cage Revisited: Institutional Isomorphism and Collective Rationality in Organizational Fields" (1983) in Handel [19].

Population Ecology

Carroll and Hannan, "Density Dependent Processes" (2000) in Handel [20]

TOPIC 9: THE EVOLUTION OF BIG BUSINESS**NO CLASS OCTOBER 16****October 21-23**

Handel, "The Evolution of Modern Business Organization; from Big Business to Post-Fordism?" pp. 295-302.

Alfred D. Chandler, Jr. "The Emergence of Managerial Capitalism" (1984) in Handel [24].

Walter W. Powell, "Neither Market nor Hierarchy Network form of Organization" (1990) in Handel [25]

Critique: Bennett Harrison, "Lean and Mean" (1994) in Handel [26]

EXAM 2 October 28**TOPIC 10: ORGANIZATIONAL CULTURE****October 30**

Handel, "Organizational Culture" pp. 347-350.

Gideon Kunda, "Engineering Culture: Control and Commitment in a High-Tech Corporation"
(1992) in Handel [27]

TOPIC 11: GENDER, RACE, AND CLASS IN ORGANIZATIONS

November 4-6

Handel, "Organizations and Society," pp.371-380
Rosabeth Moss Kanter, "Numbers: Minorities and Majorities" (1977) in Handel [28]
Sharon Collins, "Black Mobility in White Corporations" (1997) Handel [29]
Richard Edwards, "Segmented Labor Markets" (1979) in Handel [30]

TOPIC 12: ORGANIZATIONAL DEVIANCE

November 11

Handel, "Organizational Deviance," pp.433-436.
Charles Perrow, "Normal Accidents: Living with High Risk Technology"
(1984) in Handel [32]
Diane Vaughn, "Rational Choice-the Challenger Launch Decision" (1998) in Handel [33]

TOPIC 13: ALTERNATIVES

November 14

Handel, "Democratic Alternatives to Capitalist Bureaucracy," pp.457-460
Joyce Rothschild-Whitt, "The Collectivist Organization: An Alternative to Rational-Bureaucratic Models" (1979) in Handel [34]

TOPIC 14: STUDENT PRESENTATIONS

November 18

November 20

(no class November 25 or 27)

December 2 TERM PAPER DUE IN CLASS

December 4

FINAL December 9, 2014 from 1030-1230

PRESENTATION

Presentations provide you with the opportunity to talk about your case study before a supportive audience and to receive feedback on your work in progress. Presentations will be given in class. Each student will have 5-7 minutes. We will reserve presentation time for the last few days of the course. You are responsible for attending other students' presentations.

TERM PAPER: Case Study of an Organization

Choose an organization in the area or one that you know from your hometown. Visit the organization, interview the owner/founder, and observe the organization in action. Construct a LIFE-CYCLE story around three main themes: 1) the process by which the organization was founded; 2) the growth and transformation (if any, of the organization; and 3) survival prospects and likelihood of deterioration. Basic requirements of the paper: 8 double spaced typed pages, 10-12 point font, Times New Roman. USE COURSE CONCEPTS to explain the life-cycle of your organization. Use American Sociological Association (ASA) style to cite references.

Throughout the semester we will meet in small teams or groups that will cooperate throughout the semester on in class exercises and the term project. Meeting in teams and discussing your projects in groups will help give you ideas about your own paper and will give you an opportunity to contribute to your classmates' projects.

IMPORTANT DATES FOR THE TERM PROJECT

September 16—turn in a list of organizations that you are considering studying, with some indication of what kind of access you will have to a person in that organization. You should have **AT LEAST TWO** possibilities. I will return the list to you with suggestions on which organization seems most feasible.

October 14—Meet in groups to discuss the organizations you have chosen to study.

October 28—Turn in at least two pages describing what the person you observed/interviewed told you about the organization, including how you are considering interpreting what you have learned about the organization.

November 13—Meet in groups this week to compare and contrast results from your field work and to exchange ideas about writing up your results.

Anytime during the semester before November 18—turn in if you wish, an outline of your proposed paper, showing which course concepts, organizational theories, or other factors you identify as key to understanding the organization. I will give you feedback on this outline, but only if I receive it before November 18.

December 2—FINAL PAPER IS DUE IN CLASS. Your paper is due **in class** on the date assigned. Please turn in a hard copy—not by email unless specifically cleared with me. **5 POINTS** will be **DEDUCTED** for every day the paper is late **including weekends. PLEASE do not reach a point where your paper will be worth 0 points. Please plan to turn it in when it is due.**