

**SYLLABUS-FALL 2016**  
**SOCI 3304-01 SOCIAL ORGANIZATION**  
**T/R 1100-1215**  
**SOCIAL SCIENCES BLDG. Room 2030**

**COURSE DESCRIPTION:**

**SOCI 3304 - Social Organization**

**3 Class Hours 0 Laboratory Hours 3 Credit Hours**

**Prerequisite: SOCI 1101 or 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

Professor of Sociology

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OFFICE HOURS: 0930-1030 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.

At the end of the course students should be able to:

1. Describe the social and historical context for the emergence of organizations.
2. Explain the major theoretical models for organizational analysis in the contemporary social science literature.
3. Identify 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

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. 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 8, 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%
2 written pages describing your organization	5%
Term Paper	20%
Presentation	10%
Class Participation	5%
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. **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 16-18**

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

**TOPIC 2: RATIONAL THEORIES OF ORGANIZATION**

**August 23-25**

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]

**TOPIC 3: THE MCDONALDIZATION OF SOCIETY**

**August 30-September 1**

George Ritzer, "The McDonaldization of Society "D2L (D2L)  
 Melissa L. Caldwell, "Domesticating the French Fry: McDonald's and Consumerism in Moscow" (D2L)

**TOPIC 4: VARIATIONS IN ORGANIZATIONS AND PROFESSIONS**

**September 6-8**

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

GUEST: Elena Gheorghiu: Professions and Professionals

**TOPIC 5: ORGANIZATIONS AS HUMAN AND SOCIAL SYSTEMS**

**September 13-15**

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].  
 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]

**September 15**—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.

### **EXAM 1 September 20**

#### **TOPIC 6: INSIDE ORGANIZATIONS AND POWER**

##### **September 22-September 27**

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

#### **TOPIC 8: ORGANIZATIONS AS OPEN SYSTEMS**

##### **September 29-October 4**

Handel, "Organizations as Open Systems: Organizations and their Environment" pp. 225-232.  
 Pfeffer and Salancik, "The External Control of Organizations" (1978) in Handel [18]  
 DiMaggio and Powell, "The Iron Cage Revisited: Institutional Isomorphism and Collective Rationality in Organizational Fields" (1983) in Handel [19].  
 Carroll and Hannan, "Density Dependent Processes" (2000) in Handel [20]

##### **October 6: TBA**

**October 5** is the last day to withdraw from the course without penalty

#### **TOPIC 9: THE EVOLUTION OF BIG BUSINESS**

##### **October 11-13**

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 18**

#### **TOPIC 10: ORGANIZATIONAL CULTURE**

##### **October 20-25**

Handel, "Organizational Culture" pp. 347-350.  
 Gideon Kunda, "Engineering Culture: Control and Commitment in a High-Tech Corporation" (1992) in Handel [27]

##### **October 27: TBA**

#### **TOPIC 11: GENDER, RACE, AND CLASS IN ORGANIZATIONS**

##### **November 1-3**

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]

**November 3**—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.

## **TOPIC 12: ORGANIZATIONAL DEVIANCE**

### **November 8-10**

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 15-**

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]

### **November 15 Class presentations**

### **November 17 Class presentations**

*(No class November 22 or 24)*

### **November 29 TERM PAPER DUE Class presentations**

### **December 1 Class presentations**

## **FINAL December 8, 2015 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. 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 15**—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 13**—Be prepared to discuss the organizations you have chosen to study.

**November 3**—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. **Submit in D2L.**

**November 10**—Be prepared to compare and contrast your organizational findings with others and to exchange ideas about writing up your results.

Anytime during the semester before November 10—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 10

**November 29—FINAL PAPER IS DUE IN CLASS AND D2L.** Your paper is due **in class** on the date assigned. Please turn in a hard copy and turn it in on D2L's dropbox. Do 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.**