Introduction:

This class looks at formal organizations as one of the most common ways that people get together to do things in modern social life. We will explore three sectors of organizations – the state sector such as government bureaucracies, the for-profit corporate sector of business, and the non-profit or voluntary sector sometime called “the third-sector”. We will do this through readings, lectures, and discussions. I will lecture briefly each class meeting. We will then discuss the day’s readings. Students will be expected to participate and draw on their own experiences. Each class meeting you will be asked to prepare a 1 page statement of key points from the reading and a key question for discussion. These will be handed in daily. You will also be asked to make two presentations to the class of an article which you will summarize and critique in two pages. You will also be asked to do a short final term paper of approximately 6 pages on a topic selected in consultation with the instructor and drawing on your earlier article presentations. This paper should also draw on your own experience and observations as primary empirical data, and additional outside readings. You will share your paper in a brief oral presentation to the class. There will be two quizzes of a short essay format.

Books:


Grades:

<table>
<thead>
<tr>
<th>Component</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 Quizzes (25% each)</td>
<td>50%</td>
</tr>
<tr>
<td>Article reports (10% each)</td>
<td>20%</td>
</tr>
<tr>
<td>Final Paper</td>
<td>20%</td>
</tr>
<tr>
<td>Class Participation</td>
<td>10%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
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</tbody>
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Readings:

Class 1 – The Classic Statements
1/6 Weber – “Bureaucracy” (handout)

Class 2 – Bureaucratic Rationale
1/13 Perrow – Chapter 1 - Why Bureaucracy?
Vaughan – Preface, Chapters 1,2,3

Class 3 – Bureaucracy & the State
1/20  Perrow – Chapter 8 - Power
      Vaughan – Chapters 4,5,6

Class 4 – Bureaucracy as a National Tool
1/27  Perrow – Chapter 5 – The Institutional School
      Vaughan – Chapters 7,8,9,10

Class 5 – How to Lead & Succeed
2/3   Perrow – Chapter 2 – Managerial Ideologies
      Brenner – Chapters 1-8

Class 6 - Professional B-School Types
2/10  Perrow – Chapter 4 – Neo-Weberian Model
      Brenner – Chapters 9-15
***Quiz I  Wed 2/10

Class 7 – Rational Bureaucracies
2/17  Perrow – Chapter 7 – Economic Theories
      Brenner – Chapters 16-23

Class 8 – Doing-Good and Feeling-Good Bureaucracies
2/24  Perrow – Chapter 3 – Human Relations Model
      Milofsky – Chapters 1-5

Class 9 – Organizations as Tools
3/3   Perrow – Chapter 6- The Environment
      Milofsky – Chapters 6-10

Class 10 – Review & Final Paper Presentations
3/10  *** Final Papers Due Wed 3/10

Class 10 - Final Class
3/17  *** Quiz II -
SOCIOL 302-CN
Sociology of Organizations

This course examines the structure and function of formal organizations, paying particular attention to business, government and non-profit organizations. Students explore how organizational goals and priorities are influenced by environment and by informal processes of stratification, social control, and conflict. Other topics include discretionary practices, the formation of rules, development of informal norms, and different modes of participation and authority in different kinds of organizations.

Spring 2009
EV M 6:15 - 9:15 PM Sec. 62 Al Hunter Kresge Hall 4365

Introduction:

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Books:


Joel Brenner – The Emperors of Chocolate: Inside the Secret World of Hershey & Mars
New York: Broadway Boos. 2000..

**Grades:**
- 2 Exams (30% each) 60%
- Final Paper 30%
- Class Participation 10%
  - Total 100%

**Readings:**

Class 1 – The Classic Statements
3/30  Weber – “Bureaucracy”

Class 2 – Bureaucratic Rationale
4/6  Perrow – Chapter 1 - Why Bureaucracy?
    Vaughan – Preface, Chapters 1,2,3

Class 3 – Bureaucracy & the State
4/13  Perrow – Chapter 8 - Power
    Vaughan – Chapters 4,5,6

Class 4 – Bureaucracy as a National Tool
4/20  Perrow – Chapter 5 – The Institutional School
    Vaughan – Chapters 7,8,9,10

Class 5 – How to Lead & Succeed
4/27  Perrow – Chapter 2 – Managerial Ideologies
    Brenner – Chapters 1-8

Class 6 - Professional B-School Types
5/4  Perrow – Chapter 4 – Neo-Weberian Model
    Brenner – Chapters 9-15

***Exam 1

Class 7 – Rational Bureocracies
5/11  Perrow – Chapter – 7 – Economic Theories
    Brenner – Chapters 16-23

Class 8 – Doing-Good and Feeling-Good Bureocracies
5/18  Perrow – Chapter 3 – Human Relations Model
    O’Neill – Chapters 1-6
MAY 25 - MEMORIAL DAY – NO CLASS

Class 9 – Organizations as Tools
6/1 Perrow – Chapter 6- The Environment
O’Neill – Chapters 7-12

Class 10 - Final Class
6/8 Second Quiz
Paper Presentations

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