

Department of Sociology & Anthropology, BGU

Course: Practicum in Organizational Sociology

4 credits. Elective. MA level

Prof. Aviad E. Raz

Taught: 2007-8, 2009-10

Course description:

This course introduces contemporary issues in participative action research in organizations, with an emphasis on organizational development and counseling.

Course requirements:

6-12 hours weekly practicum, in addition to class

2 presentations by students

Evaluation based on teacher's and field instructor's appraisal

Course contents and readings:

The course starts with more general issues in organizational development and counseling, and then focuses gradually on the participants' practicum projects, providing supervision and developing a threefold perspective combining theory, practice and reflection.

Niv, E and A. "OD: an Overview", in the course reader

Aloni, R. "Organizational Reform in a Municipal Authority: a case-study" in the course reader

Levin-Rozalis, M. (1998). "evaluation and research." *Megamot* 3:303-19

Yoav Ganzach; Asya Pazy; Yehudit Ohayun; Esther Brainin (2002). "Social exchange and organizational commitment," *Personnel Psychology* 55, 3, 613-638

Chris Argyris (1995). "Action science and organizational learning". *Journal of Managerial Psychology* 10, 6:20-26

Schein, E. 1995. "Process consultation, action research and clinical inquiry: are they the same?" *Journal of Managerial Psychology* 10, 6:14-19

A. Argyris, C., Schon D.A. (1978). *Organizational learning: A theory of action perspective*. Reading Massachusetts: Addison-Wesley Publishing Company.

Kirkpatrick, D. (1996). "Great ideas revisited: Revisiting Kirkpatrick's four-level model," *Training & Development* 50, 1: 54-61

Improvement Teams Manual, in the course reader

Vardi, Y. (1996). "the psychological contract", *Human resources*, August 16-23

O'Reilly CA III, Chatman J, Caldwell DF (1991). "People and organizational culture: A profile comparison approach to assessing person-organization fit." *Academy of Management Journal*, 34, 487-516.