

**Department of Sociology & Anthropology, BGU**

**Course: Theories of Organizations**

**Level and status:** 4 credit points M.A. required course (for the track Organizational Sociology; elective for others)

**Prior requirements:** Sociological theories

**Lecturer:** Dr. Nitza Berkovitch

**Taught:** 2007/2008, 2008/2009, 2009/2010

**Course description:** Using a macro-sociological, historical perspective, the course presents the main theories and concepts in the area of organization studies. It reviews the canon as it develops in the last four decades as well as the main critical perspectives that challenges taken for granted concepts such as "efficiency" "rationality" and "productivity".

**Course requirements:**

Do the required readings (marked with \*\*)

Present in class one of the elective readings (of their choosing).

Take-home exam that includes all the required readings, lectures and students presentations.

**Grade:** class presentation 10%

Final exam 90%

**Course schedule and reading list:**

**Fall Semester:**

**1. The Emergence of the Large Corporations and Monopoly Capitalism**

**a. Rational and Critical Perspectives**

Chandler, Alfred. 1980. "The United States: Seedbed of Managerial Capitalism" in: *Managerial Hierarchies*, edited by A. Chandler and H. Daems. Harvard University Press. Pp. 9-39.

\*\* Perrow, Charles. 1981. "Chandler's argument," in: *Perspectives on Organizational Design and Behavior*, edited by Van de Den and W. Joyce. NY: John Wiley Pp. 379-385.

\*\* Lai Si Tsui-Auch and Yong-Joo Lee. 2003. "The State Matters: Management Models of Singaporean Chinese and Korean Business Groups" *Organization Studies*, 24(4): 507-534.

\*\* Pfeffer, Jeffrey. 1982. "A Market Failures Approach" In his: *Organizations and Organization Theory*. Ballinger Publishing Company. Pp. 134-147.

\*\* Perrow, Charles. 1981. "Markets, Hierarchies and Hegemony." In: *Perspectives on Organizational Design and Behavior*. edited by Van de Den and W. Joyce. NY: John Wiley. Pp. 371-379.

White, S. 2000. Competition, Capabilities, and the Make, Buy, or Ally Decisions of Chinese State-Owned Firms. *Academy of Management Journal*. 43(3): 324-341.

Giuseppe Bonazzi and Cristiano Antonell. 2003. To Make or to Sell? The Case if In-House Outsourcing at Fiat Auto *Organization Studies*, 24(4):575-595.

### **b. Social embeddedness, history and business groups**

\*\* Granovetter, Mark. 1985. "Economic Action and Social Structure: the Problem of Embeddedness" *American Journal of Sociology* 91(3): 481-507.

Laszlo Czaban. 2003. "Path Dependence and Contractual Relations in Emergent Capitalism: Contrasting State Socialist Legacies and Inter-firm Cooperation in Hungary and Slovenia. *Organization Studies*. 24(1):7-28. רפרט

Powell. Walter. 1990. "Neither Market nor Hierarchy: Network Forms of Organization." In: *Research in Organizational Behavior*, 12:295-332.

### **c. Critical perspectives**

\*\* Braverman, Harry. 1974. *Labor and Monopoly Capital*. The Origins of Management," pp. 59-69. The Primary Effects of Scientific Management," pp. 124-138.

\*\* Edwards, Richard 1987. "Forms of Control in the Labor Process: an Historical Analysis." In: *Critical Studies in Organization and Bureaucracy*, edited by Fischer and Sirianni. Temple University Press. Pp.109-141.

.Sewell, Graham. 1998. "The Discipline of Teams: The Control of Team-Based Industrial Work through Electronic and Peer Surveillance." *Administrative Science Quarterly*, 43: 397-428.

\*\* Yehuda Shenhav. **The Organization Machine**. Pp. 43-80, 83-107, 211-222. Hebrew.

### **d. The gender of the Managerial Revolution**

\*\* Rosabeth Kanter. 1977. "Managers." In: *Men and Women of the Corporation* Basic Books. Pp. 47-68.

Davies Margery. "Women's Place is at the Typewriter: the Feminization of the Clerical Labor Force." In: Edwards, Reich and Gordon (eds.) *Labor Market Segmentation*. D.C. Heath and Co. Pp. 279-296.

### **e. The Israeli Context**

\*\*Maman, Daniel. 2002. "The Emergence of Business Groups: Israel and South Korea Compared." *Organization Studies*, Vol. 23 (5): 737-758.

Kalev, A., Shenhav, Y., & Vries, D. D. 2008. The State, the Labor Process, and the Diffusion of Managerial Models. *Administrative Science Quarterly*, 53(1): 1-28.

\*\* Michal Frenkel, Yehouda Shenhav and Hanna Herzog. 1997. The Political Embeddedness of Managerial Ideologies in Pre-State Israel: The case of PPL 1920-1948. *Journal of Management History*. 3(2):120-144.

### **Spring Semester:**

## **2. Organizations – Environments Relations**

### **Contingency Theory**

\*\* Pfeffer, Jeffrey. 1982. "Structural Contingency Theory. In his: *Organizations and Organization Theory*. Ballinger Pub. Pp. 147-163.

\*\* Alexander, Victoria D. 1998. "Environmental Constraints and Organizational Strategies." Pp. 272-290 in *Private Action and the Public Good*, edited by Walter Powell and Elizabeth Clemens. New Haven: Yale University Press.

Stephen Barley. 1996. "Technology as an Occasion for Structuring: Evidence from Observations of CT Scanners and the Social Order of Radiology Departments." *Administrative Science Quarterly*, 31:78-108.

### **Resource Dependency theory, Networks and Inter-organizational Processes and Structures**

\*\* Pfeffer, Jeffrey. 1982. "Resource Dependence" In his: *Organizations and Organization Theory*. Ballinger Pub. Pp. 192-204.

Powell, Walter, et.al. 1996. Interorganizational Collaboration and the Locus of Innovation: Networks of Learning in Biotechnology. *Administrative Science Quarterly* 41:116-145.

\*\* Froelich, Karen A 1999. Diversification of Revenue Strategies: Evolving Resource Dependence in Nonprofit Organizations. *Nonprofit and Voluntary Sector Quarterly*, 28 (3) 246-265

Yanacopoulos H. 2005. The Strategies That Bind: NGO Coalitions and Their Influence. *Global Networks: A Journal of Transnational Affairs* 5 (1): 93-110 **רפרט**

## **Ownership and/or Control: Class Perspective on Inter-organizational Relations**

\*\* Pfeffer, Jeffrey. 1987. "A Resource Dependence Perspective on Intercorporate Relations." In: *Intercorporate Relations: the Structural Analysis of Business*, edited by M. Mizruchi and M. Schwartz. Cambridge University Press. Pp. 25-55.

Mizruchi, Mark. "Why do Corporations Stick Together? an Interorganizational Theory of Class Cohesion." In: *Power Elites and Organizations*, edited by G. W. Domhoff and T. Dye. Sage. Pp. 204-218

Carroll, William, and Meindert Fennema. 2002. "Is There a Transnational Business Community?" **International Sociology**, 17(3): 393-419

## **Organizations and Culture: New Institutional Theory**

Li, Ji, Leonard Karakowsky and Kevin Lam. 2002. "East Meets East and East Meets West: The Case of Sino-Japanese and Sino-West Joint Ventures in China." *Journal of Management Studies*, 39(6):841-864.

Jamieson, Ian. 1980. "Capitalism and Culture: a Comparative Analysis of British and American Manufacturing Organizations." *Sociology*, 14:217-245

\*\* DiMaggio, Paul and Walter Powell. 1983. "The Iron Cage Revisited: Institutional Isomorphism and Collective Rationality in Organizational Fields" *The New Institutionalism in Organizational Analysis*, edited by W. Powell and P. DiMaggio. The University of Chicago Press. Pp. 63-82.

Guler, Isin et.al. 2002. "Global Competition, Institutions, and the Diffusion of Organizational Practices: The International Spread of ISO9000 Quality Certificate." **Administrative Science Quarterly** 47:207-232

Thomas B. Lawrence and Nelson Phillips. 2004. From Moby Dick to Free Willy: Macro-Cultural Discourse and Institutional entrepreneurship in Emerging Institutional Fields." *Organization* 11(5):689-711.

Casper, Steven and B. Hancke .1999. "Global Quality Norms within National Production Regimes: ISO 9000 Standards in the French and German Car Industries." *Organization Studies* 2-(6): 961-985.

\*\*Kostova, Tatiana, et.al. 2008. Institutional Theory in the Study of Multinational Corporations: a Critique and New Directions. 2008. *Academy of Management Review*. 33(4):994-1008

Staw, Barry and Lisa Epstein. 2000. "What Bandwagons Bring? Effects of Popular Management Techniques on Corporate Performance, Reputation, and CEO Pay." *Administrative Science Quarterly* 45:523-556

\*\* Frenkel, Michal. 2005. "The Politics of Translation: How State-Level Political Relations Affect the Cross-National Travel of Management Ideas." *Organization*, 12(2):275:301.

\*\* Dobbin, Frank. 1994. "Cultural Models of Organization: the social construction of rational organizing principles," pp. 117-142, in *The Sociology of Culture*, edited by Diana Crane, Blackwell, 1994.

### **3. Globalization and the transition to Post Fordism: The Emergence of New Forms of Organizing, New Practices of Control and New Inequalities**

Dani Filc, 2004. Israel model 2000: New liberal post Fordism". In **The Power of Property: Israeli Society in the Global Age**, edited by Filc and Ram. Pp. 34-56..

Powell, Walter. 2001. "The Capitalist Firm in the Twenty-First Century: Emerging Patterns in Western Enterprise." Pp. 33-68 in *The Twenty-First-Century Firm*, edited by Paul J. Dimaggio. Princeton and Oxford: Princeton University Press

Whitley, Richard. 2006. "Project-Based Firms: New Organizational Form or Variations on a Theme?" *Industrial and Corporate Change*, 15 (1): 77–99

\*\*Kalleberg, A., B. Reskin, et al. (2000). "Bad Jobs in America: Standard and Nonstandard Employment Relations and Job Quality in the United States." *American Sociological Review* 65: 256-278.

Kunda, Gideon and John Van Mannen. 1999. Changing Scripts at Work: Managers and Professionals. *The Annals of the American Academy of Political and Social Science*, 561(1): 64-80

\*\*Hirsch, Paul and Michaela Soucey. 2006. "Organizational Restructuring and Its Consequences", **Annual Review of Sociology** 32:170-190.

Campbell, John. 2007. Why Would Corporations Behave in Socially Responsible Ways? An Institutional Theory of Corporate Social Responsibility. *Academy of Management Review* 32(3): 946-967