

FORMAL ORGANIZATIONS AND BUREAUCRACY SOCIOLOGY 110

Spring 2000

Class Hours: MWF 3:00-3:50

Instructor: Ken Hudson

Office Hours: 3:00-4:00 TTH

Hamilton Hall Room 218

962-1007 (wk)

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Overview and Objectives

This course has several objectives. First, we will review the history and ideas of the major schools and movements within the study of organizations. Second, we will examine in some detail the evolutionary theory of organizations. Last, we will consider the role of power in organizations and how this relates to the social and economic consequences of organizations.

Required Text and Readings

Texts

Howard Aldrich 1999. *Organizations Evolving*. Sage

Charles Perrow. 1986. *Complex Organizations: A Critical Essay*. McGraw-Hill, Inc.

On Reserve

Max Weber, *Economy and Society*, Chapter 3 "The Types of Legitimate Domination" 212-223.

-----, *Economy and Society*, Chapter 11 "Bureaucracy" 956-958.

Zygmunt Bauman, *Modernity and The Holocaust*. Chapter 4 "The Uniqueness and Normality of the Holocaust."

Michael Hannan and John Freeman. 1977. "The Population-Ecology of Organizations." *American Journal of Sociology* 82:929-964.

John Langton. 1982. "The Behavioural Theory of Evolution and the Weber Thesis." *Sociology* Vol 16 No 3 (August).

John Langton. 1984. "The Ecological Theory of Bureaucracy: The Case of Josiah Wedgwood and the British Pottery Industry." *Administrative Science Quarterly* 29:330-354.

Charles Perrow. 1984. "Comments on Langton's "Ecological Theory of Organization." *Administrative Science Quarterly* 30:278-283.

John Langton. 1984. "Reply to Perrow." *Administrative Science Quarterly* 30:284-288.

Daily Quiz

There will be a quiz each day based on the assigned reading for that day.

Term Paper

The term paper will be due on the last day of class. It must be 10 to 15 pages in length, double-spaced, 12 regular font (not bold). The term paper should be a descriptive analysis of Fortune 500 Company. The paper should focus on the history of the firm with special attention given to how the firm was founded, the firm's life history, the composition of firm's workforce, and the firm's organizational structure.

Reading

Please read the assigned reading by the date specified in this syllabus. Exams and the Daily Quiz will be based on will be based on the readings, class lectures and films. This means you will need to do the readings and attend class each day to meet the requirements of the course.

Grading

Your grade will based on the following criteria: Daily Quizzes, three Exams, and a group project . Your final grade will be computed as follows:

Daily Quiz	20%
Exam 1	20%
Exam 2	20%
Exam 3	20%
Term Paper	20%

Letter grades will be assigned as follows:

A-/A/A+	90 and over
B-/B/B+	80-89
C-/C/C+	70-79
D-/D/D+	55-69
F	<55

Exams will include short answer and discussion questions.

CV/Resume

Each Person in the class is asked to submit a 1-2 page curriculum vitae or resume, along with a small photograph (Jpeg or tiff files will suffice).

Honor Code

All exams and assignments in this course are subject to the UNC Student Honor Code. This means that your responses to exam questions and the term paper you submit for this course should be your own work. You are allowed to collaborate with group members on group activities.

Tentative Syllabus

Introduction

January 12

What is an organization?

January 14 Aldrich Chapter 1

Assignment Due (Curriculum Vitae/Resume)

Bureaucracy: Blessing or Curse?

January 17 Holiday No Class

January 19 Perrow *Complex Organizations* Chapter 1

January 21 Weber *Economy and Society* Chapter 3:212-223; Chapter 11:956-958

January 24 Bauman *Modernity and the Holocaust* Chapter 4,

January 26 Weber *The Protestant Ethic and The Spirit of Capitalism* Chapter 5

January 28 (TBA)

MANAGERIAL IDEOLOGIES: HERBERT, FREDRICK AND CHESTER

January 31 Film *Clockwork*

February 2 Perrow *Complex Organizations* Chapter 2

February 4

THE HUMAN RELATIONS MODEL: “I FEEL YOUR PAIN”

February 7 Perrow *Complex Organizations* Chapter 3

February 9

BOUNDED RATIONALITY AND NORMAL ACCIDENTS: S----- HAPPENS, BUT WHY?

February 11 Perrow *Complex Organizations* Chapter 4

February 14

THE INSTITUTIONAL SCHOOL: “BUT WE’VE ALWAYS DONE IT THIS WAY”

February 16 Perrow *Complex Organizations* Chapter 5

FEBRUARY 18 EXAM 1

HOWARD’D WORLD: THE CASE FOR AN EVOLUTIONARY THEORY OF ORGANIZATIONS

February 21 Hannan and Freeman “The Population Ecology of Organizations”

February 23 Aldrich Chapter 2: “An Evolutionary Approach”

February 25

February 28 Aldrich Chapter 3: "...Other Approaches"

March 1

March 3 Aldrich Chapter 4: "Emergence: New Organizations"

March 6 Aldrich Chapter 5: "Organizational Boundaries"

March 8

March 10 Aldrich Chapter 6: "Emergence of a Community of Practice"

MARCH 13-17 SPRING BREAK NO CLASS

March 20 Aldrich Chapter 7: "Organizational Transformation"

March 22

March 24 Aldrich Chapter 8: "Organizations and Social Change"

March 27 Aldrich Chapter 9: "Emergence of New Populations or Organizations"

March 29

March 30 Aldrich Chapter 10: "Reproducing Populations: Foundings and Disbandings"

April 3 Aldrich Chapter 11: "Community Evolution"

April 5

April 7 Aldrich Chapter 12: "An Invitation"

APRIL 10 EXAM 2

PERROW VERSUS HANNAN, FREEMAN, ALDRICH, McKELVEY AND FRIENDS

April 12 Perrow *Complex Organizations*: Chapter 6

LANGTON VERSUS WEBER

April 14 Langton "The Behavioural Theory of Evolution and the Weber Thesis."

April 1 Langton "The Ecological Theory of Bureaucracy: The Case of Josiah Wedgwood and the British Pottery Industry."

Perrow versus Langton

April 19 Perrow "Comments on Langton's 'Ecological Theory of Organization.'"

Langton versus Perrow

April 21 Langton "Reply to Perrow."

TRANSACTION COST ECONOMICS AND AGENCY THEORY: to shirk or not to shirk

April 24 Perrow *Complex Organizations*: Chapter 7

April 26

April 28

POWER IN ORGANIZATIONAL ANALYSIS

May 1 Perrow *Complex Organizations* Chapter 8

MAY 3 TERM PAPER DUE

MAY 5 READING DAY

MAY 13 FINAL EXAM 12:00 NOON