



Правительство Российской Федерации

**Федеральное государственное автономное образовательное
учреждение высшего профессионального образования
"Национальный исследовательский университет
"Высшая школа экономики"**

Факультет Социологии

Программа дисциплины

**Organization theory
(Теория организаций)**

для направления 040100.68 «Социология» подготовки магистра
для магистерской программы «Сравнительные социальные исследования»

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исследования» «__» _____ 20 г

Руководитель магистерской программы: К.С. Сводер

Рекомендована секцией УМС: Профессиональной коллегией по направлению
«Социология» «__» _____ 20 г

Председатель Е.Р. Ярская –Смирнова

Утверждена УС факультета Социологии «__» _____ 20 г.

Ученый секретарь _____

Москва, 2014

*Настоящая программа не может быть использована другими подразделениями университета и
другими вузами без разрешения разработчика программы.*

ORGANIZATION THEORY

MODULE II

INSTRUCTOR: KYUNGMIN BAEK, PH. D.

COURSE DESCRIPTION

Organization studies is an interdisciplinary field drawing its conceptual, theoretical and methodological tools from sociology, management, economics, political science, law, and public administration. The scope of organization studies is too wide to be covered in a single semester, and thus we restrict our attention to the macro-and meso-levels of analysis (defined as the systematic, field, population, inter-organizational and intra-organizational structural levels, but excluding the micro-levels of interpersonal and social psychological processes within organizations). Consequently, this course concentrates on macro-level levels of analysis that must become familiar to anyone pursuing serious scholarship in this discipline. **English will be the only language used in the course.**

COURSE OBJECTIVES

Upon completing this course, you will have been introduced to current debates about formal and complex organizations in macro perspectives. The purpose of this course is two-fold: first to apply organizational theories to the study of organizations; and second, to develop analytical skills. This will be accomplished both by reading materials as well as through participation in classroom discussion. **No prerequisite required**

FORMAT AND EXPECTATIONS

The course is conducted as a seminar. Weekly class meetings consist of three types of activities: (1) an overview of the main aspects of the topics, in a short presentation by the instructor; (2) a constructively critical evaluation of the required readings, led by a student (or a group of students); and (3) open discussion among participants of key issues, applications to empirical research, and potential direction for future developments. For any seminar to succeed, all students are expected to carefully read all required articles in advance and actively participate in the class discussion. This syllabus lists all the required readings, typically four articles (or book chapters) totaling **80-90 pages per week.**

CLASS DISCUSSION

Each week, a different student (or a different group of students) serves as a discussion leader for the required readings. The leader(s) is also expected to include additional insights on that week's topic from supplementary readings, raising critical questions about the reading materials. The leader(s) must prepare **a brief discussion guide** (see below) that systematically outlines and assesses the required readings. Class discussions should be devoted to interpreting and evaluating the relative merits and shortcomings of each perspective, going beyond just summarizing individual reading material.

A discussion leader(s) for each week should meet with the instructor one week before class to select and prepare supplementary readings. A discussion leader(s) is encouraged to use visual aids. A discussion leader(s) should email a copy of their class slides or notes at least one day before the class meeting to the instructor.

COURSE PAPER

Everyone will write a course paper on some aspect of organization theory. The objective of the course paper is to learn how different organization theories provide different ways of understanding a real-world organizational problem. In writing this course paper, students must include the theories of findings of some of readings in this syllabus on the perspectives that you have chosen to address your problem or question. This course paper should include the following **three sections**:

- 1) Describe a concrete problem or issue, and present a specific question that you will address
- 2) Select two organization theories that you think most useful for addressing the question.
 - 2)-a & b: Use subsections to argue how each perspective addresses and answers your question.
- 3) Assess insights and blind spots in your answer
 - 3)-a: What have you learned about your problem or issue from each perspective?
 - 3)-b: What aspects of your question could not be addressed with your two organization theories? How will you address them?

A course paper should be between 18-20 pages, excluding title page and references (written by MS-word; double-spaced; one-inch margin; 12-point Times Roman). Papers are due on the last day of class. **On that day students are also required to make a short presentation in class on their final paper.**

DISCUSSION GUIDE OUTLINE

This discussion guide should include the following sections:

Theory:

- 1) Describe the conceptual anatomy of this organization theory
 - a. State the central research problem or question.
 - In what organizations or practices is the problem/question grounded?
 - In what discipline or specialization is the problem/question grounded?
 - b. Diagram and state the central theory that is proposed.
 - Define key concepts

-How are these concepts related or compared in the framework/theory?

c. Identify the logical structure of this theory:

-State key assumptions, propositions, and conclusions

-State the logical syllogisms or inductive/deductive links in the argument.

d. Summarize the empirical evidence for and against the theory.

-Outline the research designs and methods used to collect and analyze the data

-Summarize the major conclusions and inferences drawn from the research

Constructively evaluate this organization theory

a. Identify the strengths/weaknesses of its logical structure and research methods.

b. How would you correct these weaknesses and build in these strengths?

c. Suggest the fruitful ways to relate this theory with other organizational perspectives.

GRADING

A student's course grade is determined according to the following criteria:

	%
Participation in class discussion	10
Leading a class discussion	20
Discussion guide	30
Course paper (presentation)	40
Total	100 (100%)

The following numerical ranges translate point totals into course letter grades: A+ = 96-100; A = 93-95; A- = 90-92; B+ = 86-89; B = 83-85; B- = 80-82; C+ = 76-79; C = 73-75; C- = 70-72; D+ = 66-69; D = 63-65; D- = 60-62; F = 59 and lower.

COURSE INSTRUCTOR

Kyungmin Baek is Assistant Professor in the Faculty of Sociology at National Research University Higher School of Economics in Moscow, Russian Federation. He received his Ph.D. in Sociology from the University of Minnesota-Twin Cities, USA. His dissertation explores the diffusion and outcome of ISO 14001 known as the most famous voluntary environmental programs in Korea between 1996 and 2011. His current research continues to develop theories and findings from his dissertation. His research and teaching interests include institutional changes, corporate social responsibility and quantitative methods. Recent publications include *Law & Social Inquiry* and *Asian Business & Management*.

THEMATIC PLAN OF THE COURSE

No	Theme	Total Hours in Theme	Seminars	Independent Work
1	Introduction to Course Overview: Theoretical Perspective: Classic & Contemporary	20	4	16
2	Economic Approaches: Theories of the Firm Transaction Cost; Principal-Agent; Law- And-Economics	20	4	16
3	Organizational Evolution	20	4	16
4	Organizational Ecology	20	4	16
5	Structural Contingency; Resource- Dependence; Resource-Based View	20	4	16
6	Power, Conflict, Elite & Marxist Models	20	4	16
7	Institutionalism: Old & New	20	4	16
8	Organizational Networks	20	4	16
9	STUDENT PRESENTATIONS	20	4	16
		180	36	144

* denotes the **Required Readings.**

1ST WEEK: THEORETICAL PERSPECTIVE: CLASSIC & CONTEMPORARY

*Blau, J. R. (1996). Organizations as Overlapping Jurisdictions: Restoring Reason in Organizational Accounts. *Administrative Science Quarterly*, 172-179.

*Hinings, C. R., & Greenwood, R. (2002). Disconnects and Consequences in Organization theory? *Administrative Science Quarterly*, 411-421.

*McKinley, W., Mone, M. A., & Moon, G. (1999). Determinants and Development of Schools in Organization Theory. *Academy of Management Review*, 634-648.

*Stern, R. N., & Barley, S. R. (1996). Organizations and Social Systems: Organization Theory's Neglected Mandate. *Administrative Science Quarterly*, 146-162.

Astley, W. G., & Van de Ven, A. H. (1983). Central Perspectives and Debates in Organization Theory. *Administrative Science Quarterly*, 245-273.

Perrow, C. (1991). A Society of Organizations. *Theory and Society*, 725-762.

Perrow, C. (2000). An Organizational Analysis of Organizational Theory. *Contemporary Sociology*, 469-476.

Shenhav, Y. (1995). From Chaos to Systems: The Engineering Foundations of Organization Theory, 1879-1932. *Administrative Science Quarterly*, 557-585.

Zald, M. N. (1996). More Fragmentation? Unfinished Business in Linking the Social Sciences and the Humanities. *Administrative Science Quarterly*, 251-261.

2ND WEEK: ECONOMIC APPROACHES: THEORIES OF THE FIRM TRANSACTION COST; PRINCIPAL-AGENT; LAW-AND-ECONOMICS

*Hodgson, G. M. (2000). What is the Essence of Institutional Economics? *Journal of Economic Issues*, 317-329.

*Jones, S. R. (1997). Transaction Costs and the Theory of the Firm: The Scope and Limitations of the New Institutional Approach. *Business History*, 9-25.

*Sykes, A. O. (2002). New Directions in Law and Economics. *The American Economist*, 10-21.

*Waterman, R. W., & Meier, K. J. (1998). Principal-Agent Models: An Expansion? *Journal of Public Administration Research and Theory*, 173-202.

*Williamson, O. E. (1981). The Economics of Organization: The Transaction Cost Approach. *American Journal of Sociology*, 548-577.

Williamson, O. E. (1991). Comparative Economic Organization: The Analysis of Discrete Structural Alternatives. *Administrative Science Quarterly*, 269-296.

Perrow, C. (1986). Economic Theories of Organization. *Theory and Society*, 11-45.

Barney, J. B. (1990). The Debate between Traditional Management Theory and Organizational Economics: Substantive Differences or Intergroup Conflict? *Academy of Management Review*, 382-393.

Bratton, W. W. (1989). The New Economic Theory of the Firm: Critical Perspectives from History. *Stanford Law Review*, 1471-1527.

Ghoshal, S., & Moran, P. (1996). Bad for Practice: A Critique of the Transaction Cost Theory. *Academy of Management Review*, 13-47.

Pratten, S. (1997). The Nature of Transaction Cost Economics. *Journal of Economic Issues*, 781-803.

3RD WEEK: ORGANIZATIONAL EVOLUTION

*Howard, A., and Ruef, M. (2007). *Organizations Evolving*. Sage Publication: California. (pp. 1-60) – A copy of chapters will be emailed by instructor

*Van Den Bosch, F. A., Volberda, H. W., & De Boer, M. (1999). Coevolution of Firm Absorptive Capacity and Knowledge Environment: Organizational Forms and Combinative Capabilities. *Organization Science*, 551-568.

Siggelkow, N. (2002). Evolution toward Fit. *Administrative Science Quarterly*, 125-159.

Aldrich, H. E., & Fiol, C. M. (1994). Fools Rush In? The Institutional Context of Industry Creation. *Academy of Management Review*, 645-670.

McKelvey, B., & Aldrich, H. (1983). Populations, Natural Selection, and Applied Organizational Science. *Administrative Science Quarterly*, 101-128.

Aldrich, H. E., Hodgson, G. M., Hull, D. L., Knudsen, T., Mokyr, J., & Vanberg, V. J. (2008). In Defence of Generalized Darwinism. *Journal of Evolutionary Economics*, 577-596.

Aldrich, H. E., & Cliff, J. E. (2003). The Pervasive Effects of Family on Entrepreneurship: Toward a Family Embeddedness Perspective. *Journal of Business Venturing*, 573-596.

4TH WEEK: ORGANIZATIONAL ECOLOGY

*Hannan, M. T., & Freeman, J. (1977). The Population Ecology of Organizations. *American Journal of Sociology*, 929-964.

*Baum, J. A., & Mezias, S. J. (1992). Localized Competition and Organizational Failure in the Manhattan Hotel Industry, 1898-1990. *Administrative Science Quarterly*, 580-604.

*Dobrev, S. D., Kim, T. Y., & Carroll, G. R. (2002). The Evolution of Organizational Niches: US Automobile Manufacturers, 1885-1981. *Administrative Science Quarterly*, 233-264.

*Hannan, M. T. (1998). Rethinking Age Dependence in Organizational Mortality: Logical Formalizations. *American Journal of Sociology*, 126-164.

Baum, J. A., & Oliver, C. (1996). Toward an Institutional Ecology of Organizational Founding. *Academy of Management Journal*, 1378-1427.

Baum, J. A., & Oliver, C. (1991). Institutional Linkages and Organizational Mortality. *Administrative Science Quarterly*, 187-218.

Baum, J. A., & Singh, J. V. (1994). Organizational Niches and the Dynamics of Organizational Mortality. *American Journal of Sociology*, 346-380.

Baum, J. A., & Singh, J. V. (1994). Organizational Niches and the Dynamics of Organizational Founding. *Organization Science*, 483-501.

5TH WEEK: STRUCTURAL CONTINGENCY; RESOURCE-DEPENDENCE; RESOURCE-BASED VIEW

*Lawrence, P. R., & Lorsch, J. W. (1967). Differentiation and Integration in Complex Organizations. *Administrative Science Quarterly*, 1-47.

*Barney, J. (1991). Firm Resources and Sustained Competitive Advantage. *Journal of Management*, 99-120.

*Pfeffer, J., & Salancik, G. R. (2003). *The External Control of Organizations: A Resource Dependence Perspective*. Stanford University Press. (pp. 39-61).-Will be emailed

Casciaro, T., & Piskorski, M. J. (2005). Power Imbalance, Mutual Dependence, and Constraint Absorption: A closer Look at Resource Dependence Theory. *Administrative Science Quarterly*, 167-199.

Pennings, J. M. (1987). Structural Contingency Theory: A Multivariate Test. *Organization Studies*, 223-240.

Miller, D., & Shamsie, J. (1996). The Resource-Based View of the Firm in Two Environments: The Hollywood Film Studios from 1936 to 1965. *Academy of Management Journal*, 519-543.

Mahoney, J. T., & Pandian, J. R. (1992). The Resource-Based View within the Conversation of Strategic Management. *Strategic Management Journal*, 363-380.

Wernerfelt, B. (1984). A Resource-Based View of the Firm. *Strategic Management Journal*, 171-180.

Sherer, P. D., & Lee, K. (2002). Institutional Change in Large Law Firms: A Resource Dependency and Institutional Perspective. *Academy of Management Journal*, 102-119.

6TH WEEK: POWER, CONFLICT, ELITE & MARXIST MODELS

*Fligstein, N. (1996). Markets as Politics: A political-Cultural Approach to Market Institutions. *American Sociological Review*, 656-673.

*Donaldson, T., & Preston, L. E. (1995). The Stakeholder Theory of the Corporation: Concepts, Evidence, and Implications. *Academy of Management Review*, 65-91.

*Burawoy, M., & Krotov, P. (1992). The Soviet Transition from Socialism to Capitalism: Worker Control and Economic Bargaining in the Wood Industry. *American Sociological Review*, 16-38.

*Moore, G., Sobieraj, S., Whitt, J. A., Mayorova, O., & Beaulieu, D. (2002). Elite Interlocks in Three US sectors: Nonprofit, Corporate, and Government. *Social Science Quarterly*, 726-744.

Burawoy, M. (2003). For a Sociological Marxism: The Complementary Convergence of Antonio Gramsci and Karl Polanyi. *Politics & Society*, 193-261.

Barrow, C. W. (1998). State Theory and the Dependency Principle: An Institutional Critique of the Business Climate Concept. *Journal of Economic Issues*, 107-144.

Knoke, D. (1993). Networks of Elite Structure and Decision Making. *Sociological Methods & Research*, 23-45.

Benson, J. K. (1977). Organizations: A Dialectical View. *Administrative Science Quarterly*, 1-21.

Heydebrand, W. (1977). Organizational Contradictions in Public Bureaucracies: Toward a Marxian Theory of Organizations. *The Sociological Quarterly*, 83-107.

7TH WEEK: INSTITUTIONALISM: OLD & NEW

*DiMaggio, P. J., & Powell, W. W. (1983). The Iron Cage Revisited: Institutional Isomorphism and Collective Rationality in Organizational Fields. *American Sociological Review*, 147-160.

*Meyer, J. W., & Rowan, B. (1977). Institutionalized Organizations: Formal Structure as Myth and Ceremony. *American Journal of Sociology*, 340-363.

*Stinchcombe, A. L. (1997). On the Virtues of the Old Institutionalism. *Annual Review of Sociology*, 1-18.

*Greenwood, R., & Hinings, C. R. (1996). Understanding Radical Organizational Change: Bringing Together the Old and the New Institutionalism. *Academy of Management Review*, 1022-1054.

Groenewegen, J., Kerstholt, F., & Nagelkerke, A. (1995). On Integrating New and Old Institutionalism: Douglass North Building Bridges. *Journal of Economic Issues*, 467-475.

Selznick, P. (1996). Institutionalism "Old" and "New". *Administrative Science Quarterly*, 270-277.

North, D. C. (1994). Economic Performance through Time. *The American Economic Review*, 359-368.

Rutherford, M. (1995). The Old and the New Institutionalism: can bridges be built? *Journal of Economic Issues*, 443-451.

Tolbert, P. S., & Zucker, L. G. (1983). Institutional Sources of Change in the Formal Structure of Organizations: The Diffusion of Civil Service Reform, 1880-1935. *Administrative Science Quarterly*, 22-39.

8TH WEEK: ORGANIZATIONAL NETWORKS

*Galaskiewicz, J., & Burt, R. S. (1991). Interorganization Contagion in Corporate Philanthropy. *Administrative Science Quarterly*, 88-105.

*Galaskiewicz, J., & Wasserman, S. (1989). Mimetic Processes within an Interorganizational Field: An Empirical Test. *Administrative Science Quarterly*, 454-479.

*Owen-Smith, J., & Powell, W. W. (2004). Knowledge Networks as Channels and Conduits: The Effects of Spillovers in the Boston Biotechnology Community. *Organization Science*, 5-21.

*Dowding, K. (1995). Model or Metaphor? A Critical Review of the Policy Network Approach. *Political Studies*, 136-158.

Galaskiewicz, J. (1985). Interorganizational Relations. *Annual Review of Sociology*, 281-304.

Stuart, T. E. (1998). Network Positions and Propensities to Collaborate: An Investigation of Strategic Alliance Formation in a High-Technology Industry. *Administrative Science Quarterly*, 668-698.

Stuart, T. E. (2000). Interorganizational Alliances and the Performance of Firms: A Study of Growth and Innovation Rates in a High-Technology Industry. *Strategic Management Journal*, 791-811.

Todeva, E., & Knoke, D. (2005). Strategic Alliances and Models of Collaboration. *Management Decision*, 123-148.

Kenis, P., & Knoke, D. (2002). How Organizational Field Networks Shape Interorganizational Tie-Formation Rates. *Academy of Management Review*, 275-293.

9TH WEEK: STUDENT PRESENTATIONS

Students are expected to prepare 3-5 slides to present their course paper this class time, and then submit their course paper at the end of the class to the instructor.