

Organization Theory: Orgm 7320

ORMG 7320 Doctoral Seminar in Organization Theory

Spring 2004

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TEXTS

Weick, K. (1979) *Social psychology of organizing*. 2nd edition.

Clegg, S., Hardy, C. & Nord, W. (1996) (eds.), *Handbook of organization studies*. London: Sage.

EXPECTATIONS AND ASSIGNMENTS

This course is intended to be a seminar. Needless to say, all class members are expected to attend, read assigned and other relevant materials, and actively participate in class. Each student will be responsible for organizing one or two of the course situating the theoretical perspective and getting the discussion started. I have suggested a set of topics and here for our various meetings but this will be freely adjusted as we talk and work more together. The course grade is based on class discussions, reports and the research paper for the course.

The research paper for the course should identify an interesting organization problem and show how a particular organization theory helps us conceptualize, research and respond to it. Other projects based on the class member's ethnography or other interesting research agenda are possible. The paper (5000-6000 words in length) is due the last day of class and should be in form following the APA style sheet. I encourage everyone to turn in earlier drafts so that I may offer writing suggestions and be involved in the formative processes.

ROUGH SCHEDULE

Week 1: Role of Theory in Organization Studies: Considering Paradigmatic Alternatives

Read: Deetz, S. (1996). Describing differences in approaches to organizational science: Rethinking Burrell and their legacy. *Organization Science*, 7, 191-207.

Reed, M. (1996). Organizational Theorizing: A historically contested terrain. In Clegg, et al.

Sutton, R. & Straw, B. (1995). What theory is not. *Administrative Science Quarterly*, 40, 371-384.

Weick, K. (1989). Theory construction as disciplined imagination. *Academy of Management Review*, 14, 412-425.

Week 2: The Classical Legacy

Read: Weber, M. (1924/1968). Bureaucracy and legitimate authority. *Economy and society*. Berkeley: University of California Press.

Taylor, F. (1911/1967). Selections from *The principles of scientific management*. New York: Harper and Row.

Barnard, C. (1968). The theory of formal organization. *The functions of the executive*, pp. 82-95. Cambridge: Harvard University Press.

Braverman, H. (1974). Selections from *The degradation of work in the twentieth century*. Monthly Review Press.

tion.

Week 3: Rational/Economic Theories

Read: Chandler, A. (1984). The emergence of managerial capitalism. *HBR*.

Williamson, O. (1981). The economics of organization: The transaction cost perspective. *American Journal of Sociology*, 87, 548-577.

Perrow, C. (1981). Markets, hierarchies and hegemony. In A. Van de Ven & W. Joyce (eds.) *Perspectives on Organizational Design and Behavior*. New York: John Wiley and Sons.

Barney, J. & Hesterly, W. (1996). Organizational economics: Understanding the relationship between organizational design and economic analysis. In Clegg, et al.

Week 4: Adaptive Systems Theories and Environments/Contingency Theory

Read: Donaldson, L. (1996). The normal science of structural contingency theory. In Clegg, et al.

Baum, J. Organizational ecology. In Clegg, et. al.

Cohen, M. D., March, J. & Olsen, J. (1972). A garbage can model of organizational choice. *ASQ*, 17, 1-25.

Week 5: Interpretive Systems Theories/Weick

Read: Weick, K. (1979). *Social Psychology of Organizing*, 2nd Edition. Reading, MA: m Addison-Wesley.

Week 6: Resource Dependency Theories/Institutional Theories

Read: Pfeffer, J. & Salanick (1978). Selections from *The external control of the organization: A resource dependency perspective*. Pearson Education, Inc.

DiMaggio, P. ASQ later 90's

Week 7: Network Theories

Read: Granovetter, M. (1973). The strength of weak ties. *American Journal of Sociology*, 78: 1360-1380.

Volberda, H. (1996). Toward the flexible form: How to remain vital in hypercompetitive environments. *Organization Science*, 7: 369-374.

Podolny, J. (2001). Networks as the pipes and prisms of the market. *American Journal of Sociology*, 106: 1099-1127.

Week 8: Cultural Theories

Read: Martin, J., & Frost, P. (1996). Organizational culture war games: A struggle for intellectual dominance. *Administrative Science Quarterly*, 41: 106-132.

Barley, S., Meyer, G., & Gash, D. (1988). Cultures of culture: Academics, practitioners and the pragmatic control. *Administrative Science Quarterly*, 33, 24-60.

Jackall, R. (1988). The world of corporate managers from *Moral Mazes*. Oxford: Oxford University Press.

Smircich, L. (1983). Concepts of culture and organizational analysis. *Administrative Science Quarterly*, 28: 358-384.

Week 9: Feminist Theories

Read: Ferguson, K. (1994). On bringing more theory, more voices and more politics to the study of organization. *Administrative Science Quarterly*, 39: 1-25.

ization: *The Interdisciplinary Journal of Organization, Theory, and Society*, 1, 81-100.

Calas, M. & Smirich, L. (1996). From 'the woman's' point of view: Feminist approaches to organization. Clegg, et al.

Martin, J. (1994). The organization of exclusion: Institutionalization of sex inequality, gendered faculty, gendered knowledge in organization theory and research. *Organization*, 12, 419-425.

Acker, J. (1990). Hierarchies, jobs, bodies: A theory of gendered organizations. *Gender and Society*, 4

Week 10: Critical Theories

Read: Alvesson, M. & Deetz, S. (1996). Postmodernism and critical approaches to organizations. In S. Clegg, W. Nord (eds.), *Handbook of organization studies* (pp. 191-217). London: Sage.

Deetz, S. (2003). Disciplinary power, conflict suppression and human resource management. In M. Alvesson & W. Willmott (eds.), *Studying management critically* (pp. 23-45). London: Sage.

Knights, D. and Morgan, G. (1991). Corporate strategy, organizations, and subjectivity: A critique. *Organization Studies*, 12: 251-273.

Hopwood, A. (1987). The archaeology of accounting systems. *Accounting, Organizations and Society*, 12: 207-234.

Week 11: Postmodern Theories

Read: Knights, D. (1992). Changing spaces: The disruptive impact of a new epistemological location for the study of organization. *Academy of Management Review*, 17: 514-36.

Deetz, S. (1998). Discursive formations, strategized subordination, and self-surveillance: An empirical study. In M. McKinlay & K. Starkey (eds.), *Foucault, management and organizational theory*, (pp. 151-172). London: Sage.

Trethewey, A. (1997). Resistance, identity, and empowerment: A postmodern feminist analysis of client service organization. *Communication Monographs*, 64, 281-301.

Martin, J. (1990). Deconstructing organizational taboos: The suppression of gender conflict in organization science. *Organization Science*, 11, 339-59.

Week 12: Governance, Participation, Stakeholders and Diversity

Read: Deetz, S. & Brown, D. (2003). Conceptualising Involvement, Participation and Workplace Decision Making: A Communication Theory Perspective. In D. Tourish & O. Hargie (eds.), *Key issues in organizational communication* (pp. 172-187). London: Routledge.

Deetz, S. (2003). Corporate governance, communication, and getting social values into the decisional process. *Management Communication Quarterly*, 16: 606-11.

Rubinstein, S. (2002). A different kind of company. In M. Handel (ed.), *The sociology of organizations*, 130. Thousand Oaks, CA: Sage.

Rothschild-Whitt, J. (1979). The collectivist organization. *American Sociological Review*, 44, 509-527.

Whyte, W. F., Blasi, J. & Kruse, D. (2003). Worker ownership, participation and control. In M. Handel (ed.), *The sociology of organizations*, pp. 123-130. Thousand Oaks, CA: Sage.

Week 13: Power and Control

Read: Knights, D. and Willmott, H. (1989). Power and subjectivity at work: From degradation to subjugation in organizations. *Sociology*, 23: 535-58.

Alvesson, M. (1993). Cultural-ideological modes of management control. In S. Deetz (ed.), *Communication Yearbook 16*, pp 3-42. Newbury Park, CA: Sage.

Barker, J. (1993). Tightening the iron cage—Concertive control in self-managing teams. *Administrative Science Quarterly*, 38, 408-37.

Barley, S. & Kunda, G. (1992). Design and devotion: Surges of rational and normative ideologies of managerial discourse. *Administrative Science Quarterly*, 37, 363-99.

Week 14: Identities, Self-interests and Decision making

Read: Miller, D. (1999). The norm of self-interest. *American Psychologist*, 54, 1052-1060.

Frank, R. H., Gilovich, T. & Regan, D. T. (1988). Does studying economics inhibit cooperation? *Journal of Economic Perspectives*, 7, 159-171.

Nikomo, S. J. & Taylor, C. Jr. (1996). Diverse identities in organizations. In Clegg, et al.

Week 15: Rationality and Emotionality

Read: Fineman, S. (1996). Emotion and organizing. In Clegg, et al.

Mumby, D. & Putnam, L. (1992). The politics of emotion: A feminist reading of bounded rationality. *Management Review*, 17, 465-86.