

Academic Year/course: 2021/22

27358 - Organizational Sociology

Syllabus Information

Academic Year: 2021/22

Subject: 27358 - Organizational Sociology

Faculty / School: 109 - Facultad de Economía y Empresa

228 - Facultad de Empresa y Gestión Pública

301 - Facultad de Ciencias Sociales y Humanas

Degree: 448 - Degree in Business Administration and Management

454 - Degree in Business Administration and Management

458 - Degree in Business Administration and Management

ECTS: 6.0

Year: 4

Semester: Second semester

Subject Type: Optional

Module:

1. General information

1.1. Aims of the course

This course on the Sociology of Organizations has the general objectives of training the student to:

- Know the main theoretical contributions of Sociology to the study of organizations, their relationships with the context and their development.
- Identify the main characteristics of organizations and institutions.
- Understand sociological theories to explain and analyze human behavior in organizations.
- Understand organizations as complex phenomena, recognize their different dimensions (culture, ethics, leadership, communication, power ...) from a sociological point of view that stimulates the students' capacity for theoretical and methodological conceptualization.
- Analyze the social processes that occur within organizations, and their co-determination with the technological, political, sociocultural and economic environment, as well as the importance of individuals and social groups within from them.

The approaches and goals of the course are aligned with some of the Sustainable Development Goals, SDGs, of the 2030 Agenda (<https://www.un.org/sustainabledevelopment/en/>) and certain specific goals, contributing to some extent to their achievement. Specifically:

Goal 4: Quality Education, especially with the goal 4.7. By 2030, ensure that all students acquire the theoretical and practical knowledge necessary to promote sustainable development.

Goal 8: Decent Work and Economic Growth, especially with the goal 8.3. Promote development-oriented policies that support productive activities, the creation of decent jobs, entrepreneurship, creativity and innovation.

Goal 17: Revitalize the Global Partnership for Sustainable Development. Especially with the goal 17.19 By 2030, build on existing initiatives to develop indicators to measure progress in sustainable development and complement gross domestic product, and support statistical capacity building in developing countries

1.2. Context and importance of this course in the degree

The subject is consistent with the general plan of the degree. It is part of a set of optional subjects aimed at the practical

application to a specific field -the Sociology of organizations- of the general knowledge learned in the core subjects of the degree. This course trains the students to analyze, design and evaluate the social dimensions of organizations. It also shows the relevance of the perspective and the praxis of sociology in plural and complex organizations.

1.3. Recommendations to take this course

Students are expected to have an interest in the knowledge of organizations as social systems in permanent change and adaptation; as well as being open to the interpretation and adaptation of scientific innovations in this field of study, permanent reflection, observation of social reality, social criticism and the construction of a new society led by sustainable organizations.

This subject poses as an academic challenge that the students are capable of developing their creative abilities, their capacity for synthesis, their intellectual openness, as well as the establishment of new personal challenges, cognitive and communicative.

2. Learning goals

2.1. Competences

Specific skills

E1.- Ability to manage and administer tasks and processes in companies and organizations.

E2.- Prepare and draft business management projects.

E3.- Understand and apply professional and scientific criteria to the resolution of organizational problems.

Transversal competences

T.1.- Ability to solve problems.

T.2.- Analysis and synthesis capacity.

T3.- Communicate correctly in writing and orally, emphasizing argumentation.

T4.- Negotiation and problem-solving skills.

T5.- Ability to apply knowledge in practice.

2.2. Learning goals

1. Know the main theories about organizations, relationships with the context, their development and identify the different organizational types according to their objectives, configurations and operation.

2. Understand organizations as complex phenomena, recognize the fundamental variables that compose them and the different dimensions (culture, leadership, communication, power, etc.) from a sociological perspective that stimulates the capacity for theoretical and methodological conceptualization.

3. Being able to apply the knowledge acquired to introduce changes in the organization that have implications for the improvement of processes within them.

4. Recognize the different organizational formations that can occur in reality according to their objectives, configurations and operation. (from the most formalized, such as public administrations, political parties, companies, unions, etc., to those derived from the more diffuse and informal collective action, such as non-governmental organizations).

5. Understand how to intervene in an organization in order to define an organizational structure, both in the structural and human resources dimensions.

2.3. Importance of learning goals

This course enables students to understand, diagnose and evaluate the most relevant social processes within organizations; as well as to achieve the knowledge of interpretive tools of all this, in order to develop their profession as Graduates in Administration and Management of companies with technical capacities oriented to effectiveness, efficiency, social criticism and business sustainability.

3. Assessment (1st and 2nd call)

3.1. Assessment tasks (description of tasks, marking system and assessment criteria)

The student must demonstrate that they have achieved the learning outcomes through the following assessment activities:

In the first call, the student is offered two evaluation systems:

Continuous assessment

Theoretical written test (50%). It will consist of a set of questions related to the contents of the program . Said test will be held at the end of the semester.

Practical activities (50%). During the term, the subject, given its theoretical / practical component, incorporates learning activities, to be carried out in a group and then presented and discussed in the classroom. Some of these exercises will serve as the basis for the continuous assessment evaluation. These activities will consist in case studies, short exercises, and readings related to the contents of each unit.

Global assessment

Students who do not opt for continuous assessment or who do not pass the subject by this procedure or who want to improve their qualification, will be entitled to take a global exam, prevailing, in any case, the best of the grades obtained.

This global test includes:

- Theoretical written test (50%). It will consist of a set of questions related to the contents of the program.
- Practical test (50%) which will include practical activities such as a case study, short exercises, or essays, as a means to evaluate the acquisition of the proposed competencies and learning outcomes.

To pass the subject the student must pass each of the parts, obtaining an average score of 5 points. In the event that the minimum qualification required is not obtained in any of the parts, the final grade will be the lowest of them.

In the second call, the evaluation of the student will be made by a global test similar to the one just described above.

Assessment criteria

Written test (50%)

1. Logical and orderly argumentation of the analysis and proposals that the student makes throughout his presentation.
2. Reasoning that the student makes in the preparation of proposals, as well as their originality and social viability, and their level of theoretical foundation.
3. Discursive coherence throughout his presentation.

Practical test (50%)

1. Ability to analyze the student through the development of the cases that are proposed for study.
2. Ability to propose initiatives and alternatives to the question posed.
3. Expositive and communicative competences

These tests are expected to be carried out in person but if the health circumstances require it, they will be carried out semi-on-site or online. In the case of online assessment, it is important to note that, in any test, the student may be recorded, and he or she may exercise their rights by the procedure indicated at:

https://protecciondatos.unizar.es/sites/protecciondatos.unizar.es/files/users/lopd/gdocencia_reducida.pdf

Likewise, the necessary software will be used to check the originality of the activities carried out. The detection of plagiarism or copying in an activity will imply the rating of 0 points in it.

4. Methodology, learning tasks, syllabus and resources

4.1. Methodological overview

The methodology followed in this course is oriented towards achievement of the learning objectives. It is based on active participation, case studies, teamwork etc. that favors the development of communicative skills and critical thinking. A wide range of teaching and learning tasks are implemented, such as lectures, practice sessions, autonomous work, tutorials, and academic guidance.

4.2. Learning tasks

This course is organized as follows:

- **Lectures** (30 hours). The professor presents theoretical contents.
- **Practice sessions** (30 hours). They can involve discussion and presentation of case studies, practical work outside the classroom (field work or visits), and seminars.
- **Autonomous work and study** (80 hours). Students do tasks such as autonomous study, reading of the course book, preparation of practice sessions and seminars, and summative assignments.
- **Tutorials**. (5 hours)Professors' office hours can be used to solved doubts and to follow-up students work.
- **Assessment tasks**. Final exam (5 horas)

At first, the teaching methodology is expected to pivot around face-to-face classes. However, if necessary for health reasons, the face-to-face classes may be taught semi-face-to-face or online

4.3. Syllabus

This course will address the following topics:

- **Topic 1. Organizations and the new global context**
 - 1.1. The current society.
 - 1.2. Socioeconomic and Organizational Consequences of the financial and economic crisis of 2008
- **Topic 2. Theoretical framework**
 - 2.1. Perspectives in the study of organizations.
 - 2.2. Theoretical approaches for the analysis of organizations: traditional theories, neoclassical theories, quantitative theory (Management Science), New Institutionalism in Sociology (NIS)
- **Topic 3. Methodology for the study of organizations**
 - 3.1. Stephen P. Robbins organizational behavior analysis model.
 - 3.2. Procedures for diagnosis and organizational evaluation.
 - 3.3. Individual, group and organizational system.
- **Topic 4. The organization: its structure**
 - 4.1. Types of structure
 - 4.2. Dimensions
 - 4.3. Design of organizational structures
- **Topic 5. Organizational Culture**
 - 5.1. Elements and approaches of study
 - 5.2. Functions
 - 5.3. Organizational identity
 - 5.4. Business ethics
- **Topic 6. Actors and organizational dynamics**
 - 6.1. Power and Leadership
 - 6.2. Communication and organizational climate
 - 6.3. Participation
 - 6.4. Conflict and Organizational Change
 - 6.5. Innovation in organizations
- **Topic 7. Typology and organizational analysis**
 - 7.1. The bureaucracy as an organizational model.
 - 7.2. Public administration
 - 7.3. The Company and the labor market
 - 7.4. Recent organizational forms: the third sector / NGOs, etc ...
- **Topic 8. Evaluation and social control of organizations: quality, efficiency / effectiveness, transparency, accountability**
 - 8.1. Performance evaluation
 - 8.2. Evaluation of the organization
 - 8.3. Evaluation of procedures
 - 8.4. Evaluation of human resources
 - 5.4. Course planning and calendar

4.4. Course planning and calendar

Further information concerning the timetable, classroom, office hours, assessment dates and other details regarding this course, will be provided on the first day of class or please refer to the Moodle website (<https://moddle2.unizar.es>); Academic calendar website (<https://academico.unizar.es/calendario-academico/calendario>); or the website of your corresponding faculty (Zaragoza: <https://econz.unizar.es/>, Huesca: <http://fegp.unizar.es/>, Teruel: <http://fcsh.unizar.es/>).