



The Hebrew University of Jerusalem

Syllabus

Management and organization in the age of globalization - 53947

Last update 05-11-2014

HU Credits: 2

Degree/Cycle: 2nd degree (Master)

Responsible Department: sociology & soc. anthropology

Academic year: 3

Semester: 1st Semester

Teaching Languages: English

Campus: Mt. Scopus

Course/Module Coordinator: Prof. Gili S. Drori

Coordinator Email: gili.drori@mail.huji.ac.il

Coordinator Office Hours: Tuesdays 10-11

Teaching Staff:

Prof Gili S Drori

Course/Module description:

One of the dominant features of the age of globalization is the rampant expansion of organization and, with it, the expansion of ideas and practices for the management and governance of organizations. This course is devoted to sociological and global analysis of such expansions, giving special attention to cross-cultural matters in the workplace

Course/Module aims:

Course is intended to introduce the sociological approaches to global organization and management, also infusing such sociological discussion with terms and theories from organization studies.

Learning outcomes - On successful completion of this module, students should be able to:

Learning outcomes:

- To define the role of organization and of management in constituting cross-cultural encounters
- To distinguish among theoretical approaches to these phenomena, to apply such theories to global phenomena, and to compare among the theories

Attendance requirements(%):

80

Teaching arrangement and method of instruction: - Course is set as a seminar, with weekly discussions that rely on comprehensive probing into the preparatory reading material.

Course/Module Content:

What is the conceptual and empirical definition of culture, in its global and international context?; the characteristics of work-related culture in the global context; glocalization of organization and management; experts and expertise; theories of organization and management

Required Reading:

For example, for the discussion of the definition of culture:

Hofstede, Geert, Bram Neuijen, Denise Daval Ohayv, Geert Sanders. 1990. "Measuring Organizational Cultures: A Qualitative and Quantitative Study across Twenty Cases." *Administrative Science Quarterly* 35(2): 286-316.

Kroeze, Ronald, and Sjoerd Keulen. 2013. "Leading a multinational is history in practice: The use of invented traditions and narratives at AkzoNobel, Shell, Philips and ABN AMRO." *Business History* 55(8): 1265-1287.

Additional Reading Material:

For example, for discussion of the characteristics of the global work environment:

Drori, Gili S., John W. Meyer and Hokyu Hwang. 2009. "Global Organization: Rationalization and Actorhood as Dominant Scripts." In Renate Meyer, Kerstin Sahlin, Marc Ventresca, and Peter Walgenbach (eds.) *Ideology and Institutions*, pp. 17-43, Emerald

Suggested reading:

Aime, Federico, Stephen Humphrey, D. Scott DeRue, and Jeffrey B. Pau. 2014. "The Riddle of Heterarchy: Power Transitions in Cross-Functional Teams." *Academy of Management Journal* 57(2): 327-352

Guler, Isin, and Mauro F. Guillén. 2010. "Home country networks and foreign expansion: Evidence from the venture capital industry." *Academy of Management Journal* 53(2): 390-410.

Powell, Walter W. 2003. "The Capitalist Firm in the Twenty-First Century: Emerging Patterns in Western Enterprise" in Paul DiMaggio (ed.), *The Twenty-First Century Firm: Changing Economic Organization in International Perspective*, Princeton University Press, pp. 33-68.

Course/Module evaluation:

End of year written/oral examination 0 %

Presentation 0 %

Participation in Tutorials 10 %

Project work 50 %

Assignments 40 %

Reports 0 %

Research project 0 %

Quizzes 0 %

Other 0 %

Additional information:
See you in class