



Syllabus

Theories of Organization - 55998

Last update 13-08-2023

HU Credits: 3

Responsible Department: Business Administration

Academic year: 0

Semester: 1st Semester

Teaching Languages: Hebrew

Campus: Mt. Scopus

Course/Module Coordinator: Tammar Zilber

Coordinator Email: TZilber@huji.ac.il

Coordinator Office Hours: By appointment

Teaching Staff:
Prof Tammar Zilber

Course/Module description:
According to post-modern thinking, academic theories and research do not simply

describe and analyze reality, but actually participate in constructing it. Theories order the way we understand the world and act upon it, and thus take part in creating our world. Our goal in this course is to analyze and evaluate the way organizational theories (and we, as part of this epistemic community) define and understands organizations. Towards that goal, we will follow the evolution of macro organization theory in the West, especially in the USA. We will start from classic texts of organization theory, deconstruct their basic theoretical assumptions, and situate them □ with the help of a critical and comparative approach □ within their wider theoretical and paradigmatic traditions. We will aim to understand the disciplinary contexts within which the thinking of organizations developed, and the interrelations between theory and practice, ways of thinking, social and political contexts and the cultural fashions at work in the historical period a specific theory was developed.

Course/Module aims:

To analyze and evaluate the way organization theories (and we, as part of this epistemic community) define and understands organizations.

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

Describe the fields of organization theory, outlining its historical development, scope and methodologies

□ Identify major theoretical schools and define their key concepts and ideas

□ Analyze aspects of modern organizations and illustrate them in terms of different schools of organization theory

□ Critically evaluate the added value, as well as limitations, of various school of organization theory

Attendance requirements(%):

80

Teaching arrangement and method of instruction: Lectures, class discussions, written responses on the readings

Course/Module Content:

The social construction of scientific knowledge

Mechanistic approaches

Natural approaches

Economic approaches

Open system approaches: Resource environments and the meaningful environment

Cultural approaches
Political approaches
Critical approaches

Required Reading:

Astley, W. G. (1985). *Administrative Science as socially constructed truth. Administrative Science Quarterly*, 30: 497-513.

Taylor, F.W. (1916). *The principles of scientific management*. In: Shafritz, J.M. & Ott, S.J. (Eds.) 1996. *Classics of organization theory*. Harcourt Brace College Publishers, Pp. 66-79.

Mayo, E.G. (1945). *The social problems of an industrial civilization*, Ch. 3 & 4.

Alchian, A.A. & Demsetz, H. (1972). *Production, information costs, and economic organization. American Economic Review*, 62(5): 777-795.

Burns, T. & Stalker, G.M. (1961). *Mechanistic and organic Systems*. In: Shafritz, J.M. & Ott, S.J. (Eds.) 1996. *Classics of organization theory*. Harcourt Brace College Publishers, Pp. 209-213.

Meyer, J. W. & Rowan, B. 1977. *Institutionalized organizations: Formal structure as myth and ceremony. American Journal of Sociology*, 83: 340-363.

Schein, E.H. (1985). *Defining organizational culture*. In: Shafritz, J.M. & Ott, S.J. (Eds.) 1996. *Classics of organization theory*. Harcourt Brace College Publishers, Pp. 430-441.

Minzberg, H. (1983). *The power game and the players*. Shafritz, J.M. & Ott, S.J. (Eds.) 1996. *Classics of organization theory*. Harcourt Brace College Publishers, pp. 412-419.

Acker, J. 1990. *Hierarchies, jobs, bodies: A theory of gendered organizations. Gender & Society*, 4(2): 139-158.

Additional Reading Material:

Recommendations for further reading will be given throughout the classes

Grading Scheme:

Essay / Project / Final Assignment / Home Exam / Referat 50 %

Submission assignments during the semester: Exercises / Essays / Audits / Reports / Forum / Simulation / others 50 %

Additional information:

Prerequisite: Course 55922, grade 70 and up

Please refer to the detailed syllabus on the course website for more details re the course and its requirements

Participation in this course is required (80%). All meetings will be recorded and the recording will be available after class. There will be no in vivo streaming.