

Organization Theory Foundation of Strategy

课程编号：02804090

授课对象：研究生

学 分：1

任课教师：邓李娜

课程类型：方向必修

开课学期：2013 年秋

先修课程：

项目培养目标

学习目标1 系统掌握从事学术研究所需要的专业知识及理论。

具体目标1、系统掌握本学科基础知识及基本理论

具体目标2、掌握本学科前沿知识和理论、具有足够的相关领域的知识

具体目标3、熟练掌握本学科的研究方法

学习目标2 具有从事创新性研究的能力；能够撰写并发表高质量的毕业论文和学术论文

具体目标1、撰写高质量的毕业论文和学术论文

具体目标2、具有高水平的分析能力和批判思维能力，能够创造性地解决问题

学习目标3具有宽阔的国际视野，能够与国际学者进行交流、合作的能力。

具体目标1、具有优秀的口头交流和文字交流能力

具体目标2、能够熟练地运用至少一门外语进行学术交流与沟通

学习目标 4了解学术伦理，具有强烈的社会责任感、关注社会问题

具体目标1、了解社会责任感的重要性

具体目标2、了解学术生涯中的学术道德问题

具体目标3、关注现实社会问题

Course Description

This course is a doctoral level seminar focusing on classic readings for organizational theory in strategy research. Major theoretical perspectives will be analyzed and research will be reviewed. The purpose of the class is to familiarize aspiring strategy researchers with the major bodies of thought in the field of organization theory. The seminar will not make you an expert in organization theory or strategic management research. Its intent, rather, is to make you conversant in the field and to help you develop a schema for understanding organizations and organization-environment relations in strategic management research.

Required Materials

Texts Scott, W. Richard and Davis, Gerald F. 2006. Organizations and Organizing: Rational, Natural and Open Systems Perspectives, Upper Saddle River, New Jersey: Pearson/Prentice Hall.

In addition, I provide a list of articles and book excerpts. Most of the journal articles and book chapters assigned are available in electronic files. You should be able to find other relevant books or journal articles in the university library. Those of you who have a deep interest in the topic matter should seriously consider buying some or all of the assigned books. The Selznick, Cyert and March, March and Simon, Burns and Stalker, Scott, Thompson, Perrow, Pfeffer and Salancik, and Powell & DiMaggio books (among many others) are all classics. They would be valuable references and good additions to your personal libraries.

Course Requirements

You are expected to read the weekly assignments and come to class prepared to discuss and debate the material. Absences and unpreparedness are not acceptable since class discussion is an integral part of this course. All students will be assigned to lead discussions during the class. Discussion leaders should send 2-3 questions to the class by email at least one day before the class. Discussion assignments will be made on the first day of the class. In addition, everyone should arrive at class with questions, topics, and issues to be raised for discussion.

For each week, you will prepare a detailed memo (5 pages) assessing the weekly readings. You can choose which readings you wish to analyze, but you are expected to complete this assignment before the date that the readings are discussed in class. Late memos will be penalized for being late. No memos will be accepted after the last day of the class. The purpose of the memos is to help you grapple with the readings and respond with questions, criticisms, and new ideas. Formats may vary but it is useful to include:

- (a) ideas, concepts, arguments which you found stimulating, worth remembering and building on;
- (b) questions, concerns, disagreements with ideas encountered;
- (c) connections, linkages, contradictions between one idea or approach and another;
- (d) relations with other strategy research classics;
- (e) and others.

A take-home, open book, essay exam will be distributed at the last session of the class. The exam will be due a week after.

Grading

Grading corresponds to the above requirements. The breakdown is as follows:

Discussion leading and class participation	40%	
o 20% class discussion		
o 20% discussion leadership		
Weekly memos throughout the course	40%	
A take-home exam		<u>20%</u>
		100%

List of Readings

SESSION 1:

TOPIC: Overview and History of Organization Theory

READINGS:

Scott, W. Richard and Davis, Gerald F. 2006. *Organizations and Organizing: Rational, Natural and Open Systems Perspectives*, Upper Saddle River, New Jersey: Pearson/Prentice Hall, Chapter 1.

Baum, Joel A. C. and Tim J. Rowley. 2005. *Companion to organizations: An introduction*. In J.A.C. Baum (Ed.) *The Blackwell Companion to Organizations*, pp1-34.

Davis, Gerald F., and Marquis, Christopher. 2005. Prospects for organization theory in the early twenty-first century: Institutional fields and mechanisms. *Organization Science*, 16: 332-343.

Hinings, C.R. and Royston Greenwood. 2002. Disconnects and consequences in organization theory. *Administrative Science Quarterly*, 47: 411-421.

Pfeffer, Jeffrey. 1997. *New Directions for Organization Theory: Problems and Prospects*. New York: Oxford University Press. (SKIM WHOLE BOOK)

Perrow, Charles. 1988. *Complex Organizations: A Critical Essay*. Random House. (SKIM WHOLE BOOK)

SESSION 2:

TOPIC: Organizations as Rational, Natural and Open Systems

READINGS:

Weber, Max. 1978. *Economy and Society*, Vol 1, pp.212-254.

Barnard, Chester, 1938. *The Functions of the Executive*. Cambridge, MA: Harvard University Press, Chapter 1 and 2.

Gouldner, Alvin. 1954. *Succession and the Problem of Bureaucracy, Patterns of Industrial Bureaucracy*, Glencoe, IL: Free Press, pp 70-85.

Selznick, Philip, 1948. Foundations of the theory of organization, *American Sociological Review*, 13: pp 25-35.

Thompson, James D. 1967. *Organizations in Action*. pp14-82.

March, James G., and Herbert Simon, 1958. *Cognitive Limits on Rationality*, from *Organizations*. McGraw-Hill.

Perrow, Charles, 1986. *The Neo-Weberian Model*, *Complex Organizations*, pp. 119-31.

Scott, W. Richard and Davis, Gerald F. 2006. *Organizations and Organizing: Rational, Natural and Open Systems Perspectives*, Upper Saddle River, New Jersey: Pearson/Prentice Hall. (SKIM WHOLE BOOK)

SESSION 3:

TOPIC: Resource Dependence Theory

READINGS:

Pfeffer, Jeffrey, and Gerald Salancik. 1978. *The External Control of Organizations*. NY: Harper & Row.

Salancik, G. 1979. Interorganizational dependence and responsiveness to affirmative action: The case of women and defense contractors. *Academy of Management Journal*, 22: 375-394.

Pfeffer, J. 1988. A resource dependence perspective on intercorporate relations. In M. Mizruchi and M. Schwartz (Eds.) *Intercorporate Relations*, 25-55, Cambridge.

Baker, Wayne. 1990. Market networks and corporate behavior. *American Journal of Sociology*: 589-625.

Leblebici, H., Salancik, G. R., Copay, A. & King, 1991. Institutional change and the transformation of interorganizational fields: an organizational history of the U.S. radio broadcasting industry. *Administrative Science Quarterly* , 36, 333 - 363.

Palmer, et al. 1995. The friendly and predatory acquisition of large US corporations in the 1960s: the other contested terrain. *American Sociological Review*, 60, 469-499.

Pfeffer, J. 1982. *Organizations and Organization Theory*. Cambridge: Ballinger. (SKIM WHOLE BOOK)

SESSION 4

TOPIC: Institutional Theory

READINGS:

Meyer, John W., and Brian Rowan. 1977. Institutional organizations: structure as myth and ceremony, *American Journal of Sociology*, 83: 340-63.

DiMaggio, Paul J., and Walter W. Powell. 1983. The iron cage revisited: Institutional isomorphism and collective rationality in organizational fields, *American Sociological Review*, 48: 147-60.

Zucker, L.G. 1987. Institutional theories of organization. *Annual Review of Sociology*, 13: 443-464.

Powell, Walter W., and Paul J. DiMaggio, eds, 1991. Introduction, *The New Institutionalism in Organizational Analysis*. Univ. of Chicago Press, pp 1-38.

Selznick, Philip. 1996. Institutionalism 'old' and 'new.' *Administrative Science Quarterly*, 41, 270-277.

Stinchcombe, Arthur L. 1997. On the virtue of the old institutionalism. *Annual Review of Sociology*.

Dacin, M. T. 1997. Isomorphism in Context: The Power and Prescription of Institutional Norms. *Academy of Management Journal*. 40: 46-81

Scott, W.R. 2002. *Institutions and Organizations*. Thousand Oaks, CA: Sage (SKIM WHOLE BOOK).

SESSION 5:

TOPIC: Social Networks

READINGS:

Granovetter, M. S. 1985. Economic Action and Social Structure: The Problem of Embeddedness. *American Journal of Sociology*, 91: 481-510.

White, Harrison. 1981. Where do markets come from? *American Journal of Sociology*.

Powell, Woody. 1990. Neither market nor hierarchy: network forms of organization. In *Research in Organizational Behavior*, 12: 295-336, Barry M. Staw and L.L. Cummings, eds, JAI.

Burt, Ronald S. 1992. The social structure of competition. Chapter 1, *Structural Holes: The Social Structure of Competition*. Cambridge: Harvard University Press.

Podolny, Joel M. 1993. A status-based model of market competition. *American Journal of Sociology*.

Uzzi, Brian. 1996. The Sources and Consequences of Embeddedness for the Economic Performance of Organizations. *American Sociological Review* 61: 674-98.

Blau, Peter. 1964. *Exchange and Power in Social Life*. New York: John Wiley and Sons, Inc (SKIM WHOLE BOOK).

White, Harrison. 1992. *Identity and Control: A Structural Theory of Social Action*. New Jersey: Princeton University Press (SKIM WHOLE BOOK).