

Seminars in Organization Theory

课程编号: 02804040

授课对象: Graduate Students

学 分: 2

任课教师: Han, Yi & Zhang, Yanlong

课程类型: 方向必修

开课学期: 2014 春

先修课程: None

任课教师联系方式: hanyi@gsm.pku.edu.cn; yanlong.zhang@gsm.pku.edu.cn

辅导、答疑时间: Friday afternoons or by appointment.

一、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

二、课程概述

This course is to introduce to you the structural elements within organizations and the social environments outside organizations, and to facilitate your journey to the research and within organizations.

We will introduce theories and research of organizations using several approaches: by historical development, we will start from the research done years ago to the present day; by assumption model, i.e. from rational, natural, to open system models; by analysis level, i.e. from individual, structural, to community and societal levels.

There is no formal prerequisite for this course. However, we expect you to have some basic skills of doing research, either they are statistical, ethnographical, or narrative.

三、课程目标 (包括学生所提高的技能要求), 本课程目标如何服务于项目的培

养目标

The purpose of the course is to provide graduate students with an overview of the work in organizational theories and their applications. The course is built on the premise that there is a constant dialogue between theory and empirical research and across the generations and disciplines. Our basic purpose is to explore and evaluate - and eventually contribute to - the development of theoretical knowledge of macro organizational behavior.

四、内容提要及学时分配

Week 1. Introduction

Weber, Max, and Talcott Parsons. *The Protestant ethic and the spirit of capitalism*. Los Angeles: Roxbury, 1998.

Week 2: Organizations: Organizational Ecology

Joel A.C. Baum. 1996. "Organizational Ecology" Pp. 77-114 in S. R. Clegg, C. Hardy, and W. R. Nord, editors. *Handbook of Organization Studies*. Thousand Oaks: Sage.

Hannan, Michael T. and John Freeman. 1977. "The Population Ecology of Organizations." *American Journal of Sociology*. 82: 929-964.

Hannan, Michael T. 1998. Rethinking Age Dependence in Organizational Mortality: Logical Formalizations. *American Journal of Sociology*. 104: 126-164.

Week3: Organizations: Institutional theory

DiMaggio, Paul J. and Walter W. Powell. 1983. "The Iron Cage Revisited: Institutional Isomorphism and Collective Rationality in Organizational Fields." *American Sociological Review*. 48: 147-160.

Meyer, John W. and Brian Rowan. 1977. "Institutionalized Organizations: Formal Structures as Myth and Ceremony." *American Journal of Sociology*. 83: 340-363.

Walter W. Powell and Paul J. DiMaggio, editors. 1991. *The New Institutionalism in Organizational Analysis*. Chicago: University of Chicago Press.

Pfeffer, Jeffrey and Gerald R. Salancik. 1978. *The External Control of Organizations: A Resource Dependence Perspective*. New York: Harper. Chapters 1-3, pp. 1-61.

Casciaro, Tiziana and Mikotaj Jan Piskorski. 2005. "Power Imbalance, Mutual Dependence, and Constraint Absorption: A Closer Look at Resource Dependence Theory." *Administrative Science Quarterly* 50: 167-199.

Week 4: Markets and Networks

Fligstein, Neil. 1996. "Markets as Politics: A Political-Cultural Approach to Market Institutions." *American Sociological Review*. 61:656-73.

Uzzi, Brian and Ryon Lancaster. 2004. "Embeddedness and Price Formation in the

- Corpoarte Law Market." *American Sociological Review*. 69:319-44.
- Baker, Wayne E. 1990. "Market Networks and Corporate Behavior." *American Journal of Sociology*. 96: 589-625.
- Gulati, Ranjay and Martin Gargiulo. 1999. "Where Do Interorganizational Networks Come From?" *American Journal of Sociology* 104:1439-1493.
- Granovetter, Mark S. 1973. "The Strength of Weak Ties." *American Journal of Sociology* 78: 1360-1380.
- Burt, Ronald S. 1997. "The Contingent Value of Social Capital." *Administrative Science Quarterly*. 42:339-65.

Week 5: The State and the Economy

- Nee, Victor. 1989. "A Theory of Market Transition: From Redistribution to Markets in State Socialism." *American Sociological Review* 54:663-681.
- Walder, Andrew. 1995. "Local Governments as Industrial Firms: An Organizational Analysis of China's Transitional Economy." *American Journal of Sociology* 101:263-301.
- Guthrie, Doug. 1997. "Between Markets and Politics: Organizational Responses to Reform in China." *American Journal of Sociology* 102:1258-1304.
- Keister, Lisa. 2001. "Exchange Structures in Transition: Lending and Trade Relations in Chinese Business Groups." *American Sociological Review*. 66:336-60.

Week 6. Transaction cost theory and its extensions

- Williamson, O. E. 1981. The economics of organization: The transaction cost approach. *American Sociological Journal*, 87: 548–577.
- Ouchi, W. G. 1980. Markets, bureaucracies, and clans. *Administrative Science Quarterly*, 25: 129–141.
- Boisot, M., & Child, J. 1996. From fiefs to clans and network capitalism: Explaining China's emerging economic order. *Administrative Science Quarterly*, 41: 600–628.
- Han, Y. and Yao, J. Organizations as Communities. Manuscript.

Week 7. Organizational imprinting and change

- Sydow, J. and Koch, J. 2009. Organizational path dependence: Opening the black box. *AMR*. 34(4), 689-709.
- Marquis, C. and Tilcsik, A. 2013. Imprinting: Toward a multilevel theory. *Academy of Management Annals*. 7(1), 193-243.
- Beckman, C. and Burton, M. 2008. Founding the future: The evolution of top management teams from founding to IPO. *Organization Science*. 19(1): 3-24.
- Han, Y., Zheng, E., and Xu, M. 2014. The influence from the past: Organizational imprinting and firms' compliance with social insurance policies in China. *Journal of*

Business Ethics.Forthcoming.

Week 8. Institutional logics and practice variation

Friedland R and Alford R. 1991. Bringing society back in: Symbols, practices, and institutional contradictions. In: Powell WW, DiMaggio PJ (eds) *The New Institutionalism in Organizational Analysis*. Chicago: University of Chicago Press, 232–263.

Greenwood, R. et. al., 2011. Institutional complexity and organizational responses. *Academy of Management Annals*.5(1).

Lounsbury M. 2007. A tale of two cities: Competing logics and practice variation in the professionalizing of mutual funds. *Academy of Management Journal* 50(2): 289–307.

Dunn, M. and Jones, C. 2010. Institutional logics and institutional pluralism: The contestation of care and science logics in medical education, 1967-2005.

Week 9. Anomie and unlawful organizational behavior

Becker, H. 1953. Becoming a marijuana user. *American Journal of Sociology*.

Martin, K. D., Cullen, J., & Parboteeah, K. P. 2007. Deciding to bribe: A cross-level analysis of firm and home country influences on bribery activity. *AMJ*.50(6): 1401–1422.

Zhou, X., Han, Y., and Wang, R. 2013. An empirical investigation on firms' proactive and passive motivation for bribery in China. *Journal of Business Ethics*.

Misangyi, V., Weaver, G., and Elms, H. 2008. Ending corruption: The interplay among institutional logics, resources, and institutional entrepreneurs. *AMR*. 33(3):750-770.

Week 10. Communities and organizations

Galaskiewicz, J. 1991. Making corporate actors accountable. In: Powell WW, DiMaggio PJ (eds) *The New Institutionalism in Organizational Analysis*. Chicago: University of Chicago Press, 293–310.

Marquis, C. and Battilana, J. 2009. Acting globally but thinking locally? The enduring influence of local communities on organizations. *Research in Organizational Behavior*. 29: 283-302.

Marquis C. 2003. The pressure of the past: Network imprinting in intercorporate communities. *Administrative Science Quarterly*. 48(4): 655–689.

Raynard, M., Lounsbury, M., and Greenwood, R. Legacies of Logics: Sources of community variation in CSR implementation in China. Forthcoming.

Week 11. TBA—To be announced

五、教学方式

Classroom discussions and presentations.

六、教学过程中 IT 工具等技术手段的应用

Online databases to access academic journals.

七、教材

None.

八、参考书目

Scott, Richard and Gerald Davis. 2007. *Organizations and Organizing: Rational, Natural, and Open System Perspectives*. Pearson Prentice Hall.

Powell, Walter W. and P. J. DiMaggio, eds. 1991. *The New Institutionalism in Organizational Analysis*. University of Chicago Press.

九、教学辅助材料，如 CD、录影等 投影仪

十、课程学习要求及课堂纪律规范

Each week, two graduates will be discussion leaders. They will present what they find interesting or not-interesting, a puzzle or solved-puzzle, a question and questionable from the weekly reading materials. Other students are required to read all the reading materials, as the professors may ask questions to any of the students.

十一、学生成绩评定办法（需详细说明评估学生学习效果的方法）

Course grade: 50% paper, 30% presentation, 20% active participation.

Papers will be evaluated for the thoroughness of ideas, the care taken in exploring actual cases in light of theoretical concepts, clarity of exposition, and the general presentation of ideas.

Presentations will be evaluated for clarity, and for responsiveness to questions and comments.

Participations will be evaluated for the extent of preparation for class discussion and active participation in it.