

Course Specifications

Valid in the academic year 2018-2019

Sociology of Organisation (K001214)

Course size (nominal values; actual values may depend on programme)
Credits 6.0 Study time 180 h Contact hrs 45.0 h

Course offerings and teaching methods in academic year 2018-2019

Offering	Language	Teaching Method	Hours
A (semester 2)	English	guided self-study	20.0 h
		lecture: response	5.0 h
		lecture	
		self-reliant study activities	10.0 h
		microteaching	5.0 h
		lecture	30.0 h

Lecturers in academic year 2018-2019

Lecturer	Code	Role
Demanet, Jannick	PS04	lecturer-in-charge
Seeber, Marco	PS04	co-lecturer

Offered in the following programmes in 2018-2019

Programme	crdts	offering
Bachelor of Science in Social Sciences (main subject Sociology)	6	A

Teaching languages

English

Keywords

Position of the course

Contents

Few aspects of modern life are untouched by informal and formal organizations. Organizations are an important building block of society, consisting of groups of people gathered to attain specific and specialized goals. The sociology of organization investigates organizations as social phenomena, describing and explaining how organizations manage external relations to society and its subcomponents, and how they manage internal dynamics towards the fulfillment of the specific goal. This course aims to provide students with an overview of the major components of the sociology of organization. In the first part, we discuss the most important classical and contemporary theoretical frameworks in the sociology of organization. We start from the classical foundations laid out by Max Weber and Talcott Parsons, discuss scientific and human resources management, and go over to contemporary approaches, divided in micro-theoretical (contingency theory, resource dependency theory, and transaction cost theory) and macro-theoretical orientations (neo-institutional theory and population ecology). In the second part, we cover specific themes covered in the sociology of organization, including, among others, organizational identity, climate, and culture, power and leadership, networks and virtual organizations, and social movements.

Initial competences

Final competences

Upon completion of this course, students will have learned the following competencies

1. To have insight in classical and contemporary sociological thinking about organisations
2. To be able to process sociological explanations about organisations independently
3. To be able to critically assess the strenghts and weaknesses of classic and contemporary sociological accounts of organisations

4. To be able to apply sociological explanations about organisations to concrete real-world case studies
 5. To be able to develop an original sociological account of organizations in writing
- More specifically, the course addresses the following program objectives:
- LO1: has an active knowledge of the most important theories, currents and concepts prevailing in the domain of the social sciences.
 - LO2: is familiar with the historical developments that have occurred in the fields of sociology, political sciences and communication sciences over time.
 - LO3: recognises the cross-sections, the intersections and the cross-fertilisations that are noticeable amongst the different social sciences.
 - LO4: is able to apply social theories and concepts on a well-delineated, socially and scientifically relevant research topic that relates to the European Union or other (international) institutions.
 - LO5: knows the historical, political, juridical and socio-economic structures that shape the activities and define the agency of the European political institutions, private and public social organisations and media-organisations.
 - LO6: can formulate a valid scientific research question on a topic that relates to the social sciences.
 - LO7: can identify, gather and critically process the relevant sources and literature on a specific social sciences research topic.
 - LO8: knows how to set up a scientific and methodologically correct research design.
 - LO10: masters the techniques of good and accurate research reporting in oral and written form.
 - LO11: has an investigative, problem-oriented and critical attitude towards social, political and media-related phenomena and scientific research results with regard thereof.
 - LO12: recognises the multilayered and complex character of social, political and media-related facts and phenomena.
 - LO13: reflects and evaluates his or her learning process and results critically.
 - LR14: acts in a professional and responsible manner.
 - LO15: is able to perform teamwork, he or she possesses good communicative skills and is solution-oriented.
 - LO16: prioritises scientific integrity and honesty in his or her scientific research activities.
 - LO17: approaches dominant tendencies within the social and the policy domain in a critical manner.
 - LO18: has awareness of the social role and function of social scientists.

Conditions for credit contract

Access to this course unit via a credit contract is determined after successful competences assessment

Conditions for exam contract

Access to this course unit via an exam contract is unrestricted

Teaching methods

Guided self-study, lecture, microteaching, self-reliant study activities, lecture: response lecture

Learning materials and price

Digital reader, specific content to be communicated at the start of classes

References

Course content-related study coaching

Evaluation methods

end-of-term evaluation and continuous assessment

Examination methods in case of periodic evaluation during the first examination period

Open book examination

Examination methods in case of periodic evaluation during the second examination period

Open book examination

Examination methods in case of permanent evaluation

Assignment

Possibilities of retake in case of permanent evaluation

examination during the second examination period is not possible

Extra information on the examination methods

Additional information regarding evaluation

Formative assessment

-Interactive lectures. Students will have to process scientific texts before coming to class, and their questions and comments will be used as input for interactive lectures, forming the basis for the group discussion, peer-to-peer learning, and application of the subject matter to everyday examples

- Written and presentation assignment. Students will write a paper for this course (30% of the total mark). The objective of this paper is to apply at least two of the covered sociology of organization theories to a concrete organization or cluster of organizations of students' own choosing. Students will present the setup and findings of their paper for their peers (10% of the total mark). Important: it is not possible to hand in the paper or do a presentation for the second examination session, or to rework it after the first examination session.

Summative assessment

-Written exam (60% total mark). Students will take an open-book examination for this course. In this exam, it is assessed whether students can explain the theoretical approaches in their own words, whether they can compare them and discuss them in a critical manner, and apply them to new case studies.

Calculation of the examination mark