

*In The Name Of the
Most Almighty*

*Critical Approach
To Organization Theory*

Location: University of Tehran, Organization Theory- A critical approach fall 1397, Kish college of University of Tehran.

Time: Fridays, 9-13, (fall 1397).

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Course Overview

In this course I will examine Organizational problems associated with the concept of Organization Theory with a critical approach. The purpose of the course is to improve your effectiveness as an analyst or researcher about organizations and their environments by introducing many frameworks from the methodology that are useful for understanding social systems, organizations and their environments.

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A basic premise of this course is that the needs of high-level students are highly served by a liberal education rather than book-oriented approaches to organization theories.

Organizational studies methods are classified in the most complicated methods and understanding what the organization are and how they work, have very important impact on effectiveness of every research's style. Concepts that worked well in the past will not necessarily continue well in the future, and theories already helped one type of research plans, may harm other ones. Thus, an effective professional education should teach you how to make good inferences about what will be correct and what will not be in particular situations, and how you can to learn from your own experiences as well as those of others.

Then, your job is to take the concepts you have learned in class and think about how they apply to your own researches and developing your hypothesis or premises about organization theories.

I. Course Objectives

Like every advanced course that I teach, the general objectives for students are as follow:

- a) To develop the ability to interact with and process the information with a high degree of sophistication;
- b) To develop effective team skills;
- c) To gain effective written and oral communication skills;
- d) To develop the ability to learn independently;
- e) To make continuous improvement during the course.

At the end of this course students should be able to:

- a) To weight the relevance of epistemological approaches to organization studies.
- b) To identify and explore organizational features and concepts, including structures, systems, institutions, imaginations, believes, assumptions, values, symbols, cultures and environments which may influence organizational processes;
- c) To point out and discuss how certain theories about organization can develop;
- d) To learn how you can theorise your experiences and observations about organization;
- e) To apply research methods and methodological skills to analysis organization processes and designing a better type of organization studies' methods.
- f) To identify organizational structures and processes that may favorably

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influence the organizational performance.

- g) To understand the nature, scope and historical literature of organization studies;
- h) To understand the variety of academic disciplines that have contributed to the theories and practices of organization theories;
- i) To see, understand and appreciate theories, facts, events, issues, problems, and alternative solutions from more than a single perspective in relation of organizations studies;
- j) To establishing new methods and research plans to studying and recognizing organizational processes.

II. Prerequisite Text

1. پورعزت، علی اصغر و غزاله طاهری عطار. 1392. *سازماندهی و طراحی ساختار*. سازمان مطالعه و تدوین کتب علوم انسانی دانشگاه ها.

2. Robbins, Stephen p.1983. *Organization Theory; Structure, Design, and Applications*. Prentice Hall.

3. Hatch, Mary Jo and Ann L. Cunliffe. 2013. *Organization Theory; Modern, Symbolic and Post Modern Perspectives*. Oxford.

III. Required Text:

1. Shafritz, Jay M. , J. Steven Ott and Yong Suk Jang. 2017. *Classics of Organization Theory*. Seventh edition. Wadsworth.

2. Scott, Richard and Gerald Davis. 2007. *Organization and Organizing: Rational, Natural and Open Systems Perspectives*. Routledge.

I. Procedures and Expectations

1. We expect students to complete assigned readings on time and show up in the class prepared to discuss them. Participation in class discussions is encouraged and expected. Students are encouraged to speak out in class to ask questions and express ideas and opinions. Except under unusual circumstances, assignment grades will be reduced if they are not handed over on time. Assignments are due at the beginning of class on the date indicated. Any assignment turned in after this time is considered late. Late assignments will receive a 50 percent reduction in points awarded.

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2. Respecting to Classroom Etiquette is very important. While we disagree with other's ideas, we should respect to them and appreciate our common bond of human dignity. In order to have a positive and safe learning environment, we as a class will have to agree to disagree at times. Some of us may have strong feelings and/or reactions to class materials, readings, etc. Expressing these reactions is encouraged as long as this is done in a respectful manner. Hostile and/or disrespectful behavior is not allowed. In addition, we must be watchful not to take up too much "airtime" and allow for everyone to share. Talking a lot is generally not a good way of actively participating. Instead, carefully listening to others and clearly and concisely expressing your inputs and ideas is the best strategy. Remember to address each other when talking rather than directing your comments to me unless they are solely intended for me.
3. Class attendance is required throughout the semester and on-time attendance is considered mandatory. Coming to class late is a disruption to all members of the class.
4. We can communicate each other easily; please come and visit me during office hours. I am waiting for you to discuss readings, lecture, grading, exams, and classroom behaviors. If you cannot come to scheduled office hours, please let me know and I will work something else out. The best way to reach me is through e-mail or Telegram. I will communicate with the class through email or Telegram. Of course, I expect each of you to check email or Telegram on a daily basis.
5. Academic Ethics are very important! Dishonesty and cheating of any kind **will NOT be tolerated**. Plagiarism is a particular form of dishonesty that presents the work, ideas, or words of another without attribution as if they were your own. It applies to various tasks, including assignments and papers. When doing written work it is important to cite the original author when your ideas have been developed in previously **published or unpublished work**.
6. Students must turn off cell phones and beepers during the class time.
7. Students should not bring guests to class unless approved by the instructor.
8. Students should not disrupt class by struggling conversations during the class time.
9. All assignments must be typed or generated by a word processor. Handwritten assignments **will not be accepted**.

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10. Exams will be in essay format. Exam material would include lectures, in-class discussions, and assigned readings. Every effort should be made to attend class on exam day. If an emergency arises, a make-up date may be established (off course if the regulations allow that).

Note that the content of make-up exam will be substantially different than the content of the usual exam.

11. The instructors reserve the right to amend and/or change class policies and procedures.

12. The instructors shall strive to assign grades that are reasonable, accurate reflections of student performance, and fair to other students. The final grade will be allocated between these assignments as follows:

Topic	Point	Subtopic	point	date
Review Paper (Individual)	8	Choose a subject for research and report the title	0	97/09/08
		Search 10 qualified articles about the subject	1	97/09/22
		Choose two important statement From Each Article (Total 20)	1	Final exam
		Review the articles and present the final report	3	Final exam
		Research proposal	3	Final exam
Class assignment	4	Review the chapters or articles	4	Weekly
				97/10/06
Final Exam	8	---	8	Final exam
Sum	20	---	20	---

II. Course Outline and Schedule

Weeks	Main Topics	Subtopics
Session 1: 1397/07/27	Justification of Organization Studies Epistemological approach to Organizational studies The importance of Organizational studies	Outline of the course Presenting the Workbook Organizational problems & Problems of Organizational studies
Session 2: 1397/08/24	گذر از حصارهای شیشه‌ای معرفت شناسی با تاکید بر الزامات زبان‌شناختی علوم میان رشته ای.	Terminology Review: Ontology , Epistemology, Methodology, Organization, system.
Session 3: 1397/08/25	مروری بر کتاب سازماندهی و طراحی ساختار (پور عزت و طاهری عطار، 1392). بخش 1 و 2	Organizational studies, Organizational Sociology policy making process in Organizations.

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Session 4: 1397/08/25	مروری بر کتاب سازماندهی و طراحی ساختار (پورعزت و طاهری عطار، 1392). بخش 3 و 4 و 5.	<i>Terminology of Organizational Studies (Linguistic perspective to Organizational Studies): Organizations Systems, Environments, Structures.</i>
Session 5: 1397/09/08	<i>proverbs of Administration (Simon,1946).</i>	درآمدی بر طراحی نظام آگزیوماتیزه سلسله مراتبی.
Session 6 1397/09/09	<i>Bureaucracy (Max Weber)</i>	<i>Mintzberg Approach to Organization Structure.</i>
Session 7: 1397/09/09	<i>Organization and Organizing (Scott and Davis. 2007) Chapter 1.</i>	<i>Enactment theory Social Construction of Reality</i>
Session 8: 1396/09/22	<i>Organization and Organizing (Scott and Davis. 2007) Chapter 5. Organization Theory: Modern, Symbolic and Postmodern Perspectives (Hatch and Cunliffe, 2013) Chapter 1.</i>	<i>Logic of Classification Classical, Neoclassical, Symbolic & Postmodern Perspectives to Organizational Studies.</i>
Session 9: 1397/09/23	<i>Organization and Organizing (Scott and Davis. 2007) Chapter 14.</i>	<i>Importance of theory building Theory Building and Problem Solving</i>
Session 10: 1397/09/23	<i>The Protestant Ethic and the Spirit of Capitalism(Max Weber,1930)</i>	<i>Can bureaucracy Be Beautiful? (Frederickson, 2000).</i>
Session 11: 1397/10/06	<i>The Social Construction of Reality; A Treatise in the Sociology of Knowledge (Berger and Luckmann,1966).</i>	<i>Foundations of the Theory of Organization (Philip Selznick.,1948)</i>
Session 12: 1397/10/07	<i>Introducing a fragmentation perspective on coordination In crisis management (Wolbers and Others,2017).</i>	<i>The Dynamics of Organizational Culture (Hatch, 1993).</i>
Session 13: 1397/10/07	<i>Juzz as a Metaphor for Organizing in the 21st Century (Hatch,1998).</i>	استعاره راه: معرفت شناسی صدرایی و تبیین هستی شناختی سازمان سازمان به مثابه ققنوس: تاملی بر زندگی و مرگ سازمان های اجتماعی
Session 14: 1397/10/20	<i>Fiction and Organization Studies(Savage and Others, 2017).</i>	<i>Organizational Control Systems and Pay-for-Performance in the Public Service (Frey and Others,2013).</i>
Session 15: 1397/10/21	<i>Leadership in Organizational change: A post-structuralist research agenda (Mackillop, 2017).</i>	<i>Organizing Authority in the Climate change Debate....(Porter and Others, 2017).</i>
Session 16: 1397/10/21	<i>Building Governance Capability in Online Social Production: Insights from Wikipedia (Aaltonen and Lanzara,2015).</i>	<i>Discussions & conclusion</i>

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III. Guidelines for Papers

Topics: The paper topics should be drawn from any of the *Organizational studies* areas discussed in the class. You should also choose a *Organizational studies* issue directly to be addressed in relative class session, but it ought to be related to the issues already discussed and analyzed.

Papers: Write-ups should be about 15 to 25 pages long (Microsoft Word, Single-spaced, Font: Zar, Font Size: 14, Line Spacing: Single, one inch margins). A good write-up would describe the issue, analyze the problems faced, and discuss previous proposals that have been made. Justify your conclusions and clearly discuss your recommendation(s). Succinctness will be rewarded. The papers will be due on exam day.

Note: It is recommended the paper topic to be chosen in tandem with your future long-term interests.

IV. Citation Style for Papers

Embed the reference in the text with the form (author last name, year: page).".." (Scott and Davis, 2007:110).

If the same author has more than one reference in a given year append a letter - a,b,c, - to the year. (Robbins, 2017a; Robbins, 2017b).

You need a bibliography at the end of the paper that gives the full citation for each reference.

The bibliography should be alphabetical by author last name. It takes the form:

For a journal article:

Author last name, first name .year. "Article Title," **Journal Name**. Vol. No. Pages.

Example:

Pourezzat, Ali Asghar; Mollaei, Abdolazim, Firouzabad, Morteza. 2008. "Building the future: Undertaking proactive strategy for national outlook". *Futures*, 40: 887-892.

For a book:

Author last name, first name .year. **Book Title** .Publishing City: Publisher.

Example:

Scott, Richard. 1998. **Organizations; Rational, Natural and Open Systems**. Prentice Hall.

For material in an edited book:

Author last name, first name. year of edited book publication. "Chapter Title," Pages. In Author(s) of edited volume, ed. **Title of Book**. Publishing City: Publisher.

Example:

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Scott, Richard W .1991. "Institutions," 97 – 111 In Powell, W.W. & DiMaggio, P.J. **The New Institutionalism in Organizational Analysis**. Chicago: University of Chicago Press.

V. Suggested Topics for Research Papers:

Organization, System, Institutions, Company, Environment, Firm, Mission, Vision, Envision, Situation, Outlook, Perspective, Methodology, Future's Methodology in Organization Studies, Organization Studies Epistemology, Organization Studies Ontology, Organization Studies Technologies, Organization Studies Tools & Techniques, Strategy & Society, Enactment Theory, Social Construction of Reality, Construction of Future Reality, Future of Organization Studies, Future of Knowledge, Future of Organization, Strategic Management, Law of Requisite Variety, Law of Requisite complexity, Law of Requisite Stability, Law of Requisite Flexibility, Technology, Power and Future of Society, Public Administration, Public Policies, Cultures, Goals and Strategies, Environment, Social Systems, Cities, Public and Private Sectors, Entrepreneurship, Industrial Issues, International Relations, Religions in Organization Studies, Storytelling Organizations, Narratives in Organization Studies, Ante Narratives in Organization Studies, Process and Procedures, Organizational Death, Metaphors in Organization Studies, Organizational Harassment, Harassments in Organizations, Careers in Organization, Human Resource Management, Public Organization, Non Governmental Organization (NGOs), Crisis Management, Conflict in Organization, Bureaucracy, Mechanical approaches to Organizational Studies, Organic approaches to Organizational Studies.

VI. Suggested Journals for Research:

Organization Studies

Organization

Organization Science

Public Administration Review

Academy Of Management Journal

Academy Of Management Review

Administration and Society

Administrative Management

Administrative science Quarterly

Academy Of Management Inquiry

Journal of Management Studies

Management Science

Organizational Dynamics

Management of Technology and Innovation

Strategy and Management

Management Information System

This course plan and syllabus have been designed in collaboration with professor Arian Gholipour and parya momenzadeh.