Purposes

This course facilitates students learning about organizational structuring and functioning. It focuses on organizations as the unit of analysis and addresses relationships among their environments, designs, and processes. Through this course students should develop a sensibility that allows them to understand organizations as distinct entities and not just as collections of individuals.

In addition to addressing fundamental organizational topics Business 87201 exposes students to contemporary research in the discipline of organizational studies. The course also helps students learn the major theoretical perspectives in the field.

Since this is a doctoral course, theory and empirical research receive emphases, but applied and pedagogical issues warrant some attention also.

Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Assignment</th>
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<tbody>
<tr>
<td>Aug 26</td>
<td>Social Sciences</td>
<td>Read Perrow</td>
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<td></td>
<td>Nature of Organizations</td>
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<tr>
<td>Sept 2</td>
<td>Organizational Environments</td>
<td>Read Milliken</td>
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<td>Sept 9</td>
<td>Organizational Theories</td>
<td>Read Lawrence &amp; Lorsch</td>
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<td>Present Cannon &amp; St. John</td>
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<td>Sept 16</td>
<td>Organizational Structure</td>
<td>Read Adler &amp; Borys</td>
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<td>Sept 23</td>
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<td>Read Drazin &amp; Van de Ven</td>
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<td>Present Keum &amp; See</td>
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<td>Sept 30</td>
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<td>Read Bleiklie et al.</td>
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<td>Oct 7</td>
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<td>Read Galan &amp; Sanchez-Bueno</td>
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<td>Oct 21</td>
<td>Hypotheses Paper</td>
<td>Paper Presentation</td>
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<tr>
<td>Oct 28</td>
<td>Organizational Culture</td>
<td>Read Pitesa et al.</td>
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Course Requirements

Please plan on reading an assigned research article for each session and making four presentations on different articles. In class we’ll delineate the scope of the presentations.

In addition please submit two papers, each not more than ten pages, in which you build three hypotheses and describe your research design to examine a potentially contributory issue growing out of the topics addressed in this course. The structure of the papers should include:

- Title page, abstract
- Introduction: Societal, organizational, and/or individual importance of the issue; research importance (gaps); needs for this study; research question; research purposes
- Theorizing: Logical analysis of research purposes incorporating prior research and suggesting potential contribution
- Model: Concepts and hypothesized relationships
- Methodology: Data sample, measures, statistical analysis

Grading

Grades will derive roughly from this scheme:

- Papers 80%
- Presentations 20%

In accordance with a policy of the management specialization of the PhD in Business Program, a grade of “Incomplete” is not available in this course.
August 26

September 2

September 9

September 16

September 23

September 30

October 7
October 28

November 4

November 11

November 18

December 2

December 9