

*Title and Code of Course:* The Sociology of Human Resources  
ERPB-MTVN 9003

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Credit Point Value: <b>6</b>	Number of Lessons per Week: <b>2</b>	Type of Course: <b>Seminar</b> <input checked="" type="checkbox"/> <b>Lecture</b> <input type="checkbox"/>	Method of Evaluation: <b>Oral Examination</b> <input type="checkbox"/> <b>In-Class Presentation</b> <input checked="" type="checkbox"/> <b>Other</b> <input checked="" type="checkbox"/>
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**Course Description:**

The course focuses on the role of human resources in organizational functioning, success and decline. Investigations take place at two aggregation levels, both relevant from the point of human resources: the level of the individual organizations and their level firm ecologies formed by similar organizations (like co-existing high-tech firms at the Silicon Valley, California).

The course begins with a general theoretical introduction. Then comes the first big block, which is organized around students' paper presentations, tutored by the teacher. The participants learn important empirical and theoretical contributions of organization science to human resource problems by in-depth discussing a coherent stream of scientific papers from high quality sociology and organization science journals (see in the Bibliography). The reading material combines empirical data analysis with theoretical contributions stemming from the empirical analyses on organizations. The course puts an emphasis on exploring the correct coupling between applied methods and the sociological conclusions drawn by these methods. Because the surveyed empirical research mostly aims at American firms, special attention is given to discussing how these insights can be applied in European and in Hungarian contexts.

In the second concluding block, a series of lectures systematizes the knowledge that have been accumulated up till then via readings, presentations and discussions.

The students earn their grades partly on the basis of their presentations and class participation. The second component of their grade is given for a - short - term paper they deliver at the end of the course. The papers' grading will be adjusted to bachelor level requirements in case of undergraduate students attending the course.

## **Bibliography:**

A Time to Grow and a Time to Die: Growth and Mortality of Credit Unions in New York City, 1914-1990. Author(s): David N. Barron, Elizabeth West and Michael T. Hannan. *American Journal of Sociology* (1994) 100: 381-421.

Building the Iron Cage: Determinants of Managerial Intensity in the Early Years of Organizations. Author(s): James N. Baron, Michael T. Hannan and M. Diane Burton. *American Sociological Review* (1999) 64: 527-547.

Cascading Organizational Change. Author(s): Michael T. Hannan, László Pólos and Glenn R. Carroll. *Organization Science* (2003) 14: 463-482.

Engineering Bureaucracy: The Genesis of Formal Policies, Positions, and Structures in High-Technology Firms. Author(s): James N. Baron, M. Diane Burton and Michael T. Hannan. *Journal of Law, Economics, & Organization* (1999) 15:1-41.

Founding Conditions, Learning, and Organizational Life Chances: Age Dependence Revisited. Author(s): Gaël Le Mens, Michael T. Hannan and László Pólos. *Administrative Science Quarterly* (2011) 56: 95-126.

Identities, Genres, and Organizational Forms. Author(s): Greta Hsu and Michael T. Hannan. *Organization Science* (2005) 16: 474-490.

Labor Pains: Change in Organizational Models and Employee Turnover in Young, High-Tech Firms. Author(s): James N. Baron, Michael T. Hannan and M. Diane Burton. *American Journal of Sociology* (2001) 106: 960-1012.

Modeling Internal Organization Change. Authors: William P. Barnett and Glenn R. Carroll. *Annual Review of Sociology* (1995) 21: 217-236.

Organizational Change and Employee Stress. Author: Michael S. Dahl. *Management Science* (2011) 57: 240-256.

The evolution of inertia. Authors: Michael T. Hannan, László Pólos and Glenn R. Carroll. *Industrial and Corporate Change*, (2004) 13: 213–242.

The Fog of Change: Opacity and Asperity in Organizations. Author(s): Michael T. Hannan, László Pólos and Glenn R. Carroll. *Administrative Science Quarterly* (2003) 48: 399-432.

The Social Attachment to Place. Author(s) Michael S. Dahl and Olav Sorenson. *Social Forces* (2010) 89: 633-658.

Typecasting, Legitimation, and Form Emergence: A Formal Theory. Author(s): Greta Hsu, Michael T. Hannan and László Pólos. *Sociological Theory* (2011) 29: 97-123.