

Title and Code of Course: The sociology of human resources ERPB-MTVN 9003

Instructor's Name: Prof. Gábor Péli, Prof. László Pólos

Instructor's Email Address: peli.gabor.lajos@kre.hu

| | | | |
|---------------------------------|---|-------------------------------------|---|
| Credit Point Value: 6 | Number of Lessons per Week: 2 | Type of Course: Seminar ☒ | Method of Evaluation: In-Class Presentation ☒ Other ☒ |
|---------------------------------|---|-------------------------------------|---|

Description: The focus of the course is on the role of human resources in organizational functioning, success and decline. Investigations take place at two aggregation levels: (i) individual organizations and (ii) ecologies formed by similar organizations (e. g. co-existing high-tech firms at the Silicon Valley).

The course begins with a general introduction by the teacher (three classes). Then comes a 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 theory stemming from empirical analyses. The emphasis is on exploring the correct coupling between applied methods and sociological conclusions drawn by these methods. While the surveyed empirical research mostly aims at American firms, special attention is given to discussing how these insights apply in European contexts.

In the concluding block, four lectures systematizes the knowledge accumulated up till then. Grades are earned on the basis of presentations, class participation, and a short term paper they deliver. Grading is adjusted to bachelor level requirements in case of undergraduate attendants.

Bibliography:

Michael T. Hannan, John Freeman (1984) Structural Inertia And Organizational Change, *American Sociological Review*, 49: 149-164.

A Time to Grow and a Time to Die: Growth and Mortality of Credit Unions in New York City, 1914-1990. Author(s): D. N. Barron, E. West and M.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. claudia

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. lee

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. nihan

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.

Péli Gábor, Pólos László, M.T. Hannan (2000) Back to Inertia: Theoretical implications of alternative styles of logical formalization. *Sociological Theory*,18:193-213.