

Title and Code of Course: Sociology of Organizations
ERP-BSZOC 9191

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

Organizations, Institutions are all over the society and their importance in social life ever increases with modernity. Understanding their functions, the way they operate is a prerequisite of meaningful orientation in contemporary society, purposeful social action. Three related fields of study, in Social Psychology, Sociology and (micro-)Economics are all committed considerable efforts to generate such understanding. This course is committed to deliver two outcomes: A coherent, consistent, and predictive vision of how organizations and institutions work (according to research that delivers reproducible (and reproduced!) results) and a critical journey over the methodological landscape that led to these results, and might inspire even more insights. Mistakes, dead ends as well as successful attempts will be discussed.

The successful founding of organizations requires some level of alignment with their environment, so that the environment makes vital personnel, material and financial resources available to them. However, these resources are finite and organizations have to compete for access. This competition leads to the natural selection process across organizations.

The selection process explains the patterned variety across organizations: similar environmental challenges favour similar organizations, what in turn leads to the emergence of organizational forms and populations of organizations. It is of course helpful if no blind experimentation is required, as the appropriate organizational form is established and it is even better if it became institutionalized. So organizations are also competing for taken_for_grantedness, i.e. institutionalization.

In this seminar we discuss the most important insights concerning the evolution of organizations and the social processes that bring about institutionalization, and also the ones that undermine institutional standings.

Bibliography:

Carroll, G.R and M.t. Hannan: The Demography of Corporations and Industries 2000 Princeton University Press
Hannan, M.T, László Pólos, and Carroll, G.R of Organization Theory 2007 Princeton University Press
Hannan, M.T and J. Freemann: Population Ecology of Organizatins American Journal of Sociology