

**COURSE DATA****Data Subject**

Code	35863
Name	Sociology of organizations
Cycle	Grade
ECTS Credits	6.0
Academic year	2021 - 2022

Study (s)

Degree	Center	Acad. year	Period
1313 - Degree in Business Management and Administration	Faculty of Economics	3	Second term

Subject-matter

Degree	Subject-matter	Character
1313 - Degree in Business Management and Administration	46 - Compulsory subjects in the pathway: human resources management	Optional

Coordination

Name	Department
LLOPIS GOIG, RAMON	330 - Sociology and Social Anthropology

SUMMARY

This subject is taught in the third year of the Bachelor's Degree in Business Administration and Management and contains an introduction to the sociological approach to the analysis of business organisations. The subject is made up of a total of seven units.

The first unit is an introduction to the study of organisations from a sociological point of view in which the main concepts and characteristics of the discipline are dealt with (topic 1). The second unit focuses on the development of the main classical and contemporary theories on organisations (topic 2). The next five units deal with the main aspects and problems of business organisations. The third unit is devoted to organisational structure and design (topic 3). This is followed by the study of technology, innovation and knowledge in organisations (theme 4). The next unit focuses on organisational culture (theme 5). This is followed by a unit on conflict and power in organisations (theme 6), which is followed by a final unit on change management and organisational transformation (theme 7).



PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

There are no specified enrollment restrictions with other subjects of the curriculum.

Other requirements

No prerequisites required

OUTCOMES

1313 - Degree in Business Management and Administration

- Demonstrate capacity for analysis and synthesis.
- Be able to analyse and search for information from different sources.
- Be able to solve problems.
- Be able to negotiate and reconcile interests effectively.
- Be able to transmit and communicate complex ideas and approaches to both specialised and lay audiences.
- Be able to work in a team.
- Have interpersonal skills.
- Show commitment to ethics and social responsibility.
- Manage time effectively.
- Be able to adapt to new situations.
- Show creativity.
- Show leadership and skills for mobilising the capacities of others.
- Be able to contribute positively to raising awareness of environmental and social issues and to overcoming all forms of discrimination, as essential factors for economic development and poverty alleviation.
- Acquire interdisciplinary knowledge of the company and its social, economic, institutional and legal environment, and of the basic elements of the management process, such as organisation and administration, accounting, taxation, operations, human resources, marketing, financing and investment.
- Be able to carry out strategic diagnoses in complex and uncertain environments using the appropriate methodologies to resolve them.
- Be able to make decisions under certainty and uncertainty environments.
- Be able to define, solve and present complex problems systemically.



- Be able to relate the different elements that interact in the decisions of individuals.
- Know the functions, techniques, models and tools of human resources management and know how to apply them properly.
- Know the classical and contemporary theoretical perspectives for the study of organisations.
- Be able to design a framework for the systematic analysis of the dimensions of organisations and, above all, of companies.

LEARNING OUTCOMES

The main aim of this course is to introduce students to the knowledge of organizations as a sociological fact. The students are intended to reach an advanced understanding of the social processes which surround and influence on the organizations in the context of the globalization of the social life in which western societies are placed.

The learning outcomes of the course are:

- 1) First, enable students to achieve a clear perspective of the object of study of the sociology of organizations, as well as on the main concepts in which it is based.
- 2) Second, the aim of this program is to encourage students to expand their perspective of organizations knowing the historical process by which they were originated as well as the configuration and main characteristics they have developed in the transition from an industrial society to an information society.
- 3) Third, enable students to achieve an adequate understanding of the different theoretical approaches on the organizations emerged from the sociology.
- 4) Fourth, enable students to achieve a scientific understanding of the different aspects and problems of organizations with a social base, among which are the structure design, the organizational culture and the processes of organizational change.
- 5) Fifth, enable students to be aware of the main aspects which are shaping the evolution of the organizations in the current context of globalization, among which reference will be made to the transnationalization processes and the emergence of an organization model known as network company.

DESCRIPTION OF CONTENTS

1. The sociological study of organisations

2. Classical and contemporary theories of organisations

**3. Organisational structure and design****4. Technology and innovation in organisations****5. Organizational culture****6. Conflict and power in organisations****7. Organisational change and transformation****WORKLOAD**

ACTIVITY	Hours	% To be attended
Theory classes	30,00	100
Classroom practices	30,00	100
Development of group work	20,00	0
Development of individual work	20,00	0
Study and independent work	20,00	0
Preparing lectures	10,00	0
Preparation of practical classes and problem	10,00	0
Resolution of case studies	10,00	0
TOTAL	150,00	

TEACHING METHODOLOGY

The teaching methodology of this course will be based on the master class complemented with work sessions of applied activities in which the course responsible will explain the different themes and aims of the subject. The master class will be complemented and enriched with the active participation of the students.

This active participation will be oriented to solve doubts and make comments in order to ask for clarifications and deepening of the topics explained by the course responsible, as well as with regards to the questions and activities which will be proposed to the students throughout the course.



For each of the themes, the students will have appropriate teaching resources:

A Basic bibliography which shall collect those texts which allow covering in a proper way the contents of each theme. This bibliography will allow students the preparation of the basic content of each theme before the presentation in class. These documents may be downloaded from the Virtual Classroom.

A Supplementary bibliography which shall include both articles as handbooks or research books dealing with the main content of each theme. With this bibliography the reinforcement of the knowledge acquired in classroom is intended and, at the same time, to provide a guide for the enlargement of those topics of interest to them.

With regards to the activities to be carried out in classroom, the learning materials to be used in such sessions will be composed by:

Readings whose purpose is to raise a more practical level of the topic.

Case studies whose purpose is to bring to light the capacity of analysis and decision making of students with regards to real situations.

Practical activities in classroom and out of the classroom. The instructions and materials for this kind of activities will be published in the Virtual Classroom.

EVALUATION

The assessment of the knowledge acquired will be carried out by means of a final exam which will account for 60% of the final mark. The exam will consist of a 20-question test with one valid answer (two errors deduct one correct answer).

The remaining 40% will be obtained from the evaluation of class participation, as well as from the six practical activities (approximately) that the teacher will propose throughout the course (practical activities handed in after the established deadline will not be accepted).

In order to add the exam mark to the rest of the course, it will be necessary to achieve a 5 (out of 10) in each of the two parts (exam and practical).

The evaluation will be carried out with the same criteria and requirements in the second call, establishing the day of the exam as the deadline for the delivery of the practicals proposed throughout the course.

REFERENCES

Basic

- Lucas, A. (2013): Sociología de las organizaciones. Influencia de las tecnologías de la información y la comunicación. Madrid: Fragua.



- Jones, G. R. (2013) *Teoría Organizacional. Diseño y cambio en las organizaciones* (7ª edición) Pearson Educación México.
- Gibson, J. L., Ivancevich, J. M., Donnelly, J. H. y Konopaske, R. (2009) *Organizaciones. Comportamiento, estructura y procesos* (13ª edición). McGraw-Hill Educación México.

ADDENDUM COVID-19

This addendum will only be activated if the health situation requires so and with the prior agreement of the Governing Council

1. Contents

The contents initially included in the teaching guide are maintained

2. Workload and time planning of teaching

The weight of the different activities that add up to the hours of dedication in ECTS credits marked in the original teaching guide remains the same: 30 hours of theoretical sessions and 30 hours of practical sessions. In the case of blended teaching, the students will have to access the classroom in alternate weeks according to the initial of their last name (A-M or L-Z). The classes will be broadcast so that the students will have face-to-face teaching one week, and the next week they will follow the classes in streaming. The sessions timing can be consulted here: <https://ir.uv.es/estudia/horarios2sem>

In case of on-line teaching according to health imperatives, the sessions and activities programmed will be developed on the dates and times established by the authorities, and given by synchronous videoconference, using Blackboard Collaborate, Teams, Skype or the tool considered appropriate to optimize the student's teaching-learning process during the scheduled program sessions. The schedule would be adapted to the evolution of the events.

3. Teaching methodology

The modality of classes for students will depend on the social and health conditions and the restrictions established by the competent authorities.

In the case of online teaching, classes will be given by videoconference, preferably synchronous, using Blackboard Collaborate, Teams, Skype or the tool that the lecturer considers appropriate to optimize the student's teaching-learning process during the scheduled program sessions, which remain the same days and times.

In the case of blended teaching, the students will have to access the classroom in alternate weeks according to the initial of their last name (A-M or L-Z). The classes will be broadcast so that the students will have face-to-face teaching one week, and the next week they will follow the classes in streaming.



4. Evaluation

The number of activities initially included in the teaching guide (six activities) are maintained. But the weight in the evaluation of the theory/practice is changed to the relation 50/50. 50% will be a final exam (test) and 50% will come from the continuous evaluation (practical activities).

5. Bibliography

The existing bibliography is maintained in the teaching guide. If the health situation implies the closure of the libraries, support material will be provided through the virtual classroom.