

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

Code	35863
Name	Sociology of organizations
Cycle	Grade
ECTS Credits	6.0
Academic year	2023 - 2024

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 economic 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 classic approaches of the discipline are dealt with (unit 1). The second unit focuses on the development of the productive and social transformations of modernity and covers the period from the emergence of Taylorism to Fordism (unit 2). The third unit is devoted to the study of the human factor and the internal dynamics of organisations provided by the School of Human Relations (unit 3). This is followed by the crisis of the Keynesian model and the rise of post-Fordism and Toyotism (unit 4). The next unit is set in the subsequent environments of complexity and uncertainty and deals with the application of the systemic model to the study of organisations (unit 5). This is followed by a unit devoted to the concept of bounded rationality and the contributions of institutional and neo-institutional theories (unit 6), after which a final unit is devoted to the study of the network company and the gig economy, as



well as other recent approaches (unit 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. Introduction and classics of the discipline

**2. The socio-productive transformations of modernity. From Taylorism to Fordism****3. The internal dynamics of organisations. The School of Human Relations****4. Crisis of the Keynesian model, post-Fordism and Toyotism****5. Complexitat i incertesa. El model sistèmic aplicat a les organitzacions****6. Bounded rationality. Institutional theories of organisations****7. The network company, the gig economy and other recent approaches****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 evaluation of the knowledge acquired, as well as the control of the learning process, will be carried out by means of a final exam in which 50% of the final mark will be obtained.

The exam will consist of two parts:

- First part: 20-question test (two errors deduct one correct). This is 60% of the exam.
- Second part: two to three questions or exercises related to the contents of the subject. It makes up the remaining 40% of the exam.

The remaining 50% of the final mark will be obtained from the evaluation of the continuous assessment activities proposed throughout the course (practices delivered after the deadline established will not be accepted).

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 activities proposed throughout the course.

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



REFERENCES

Basic

- Fernández, C. J. , Ibáñez, R. y Romero, P. M. (2021): Sociología de las Organizaciones Económicas. Madrid: Editorial Síntesis
- Lucas, A. (2013): Sociología de las organizaciones. Influencia de las tecnologías de la información y la comunicación. Madrid: Fragua.

Additional

- Coller, Z. y Garvía, R. (2004): Análisis de organizaciones. Madrid: CIS
- Brunet, I. y Vidal, A. (2004): Empresa y recursos organizativos. Madrid: Pirámide
- Castells, M. (2003): La era de la información. Vol I. La Sociedad Red. Madrid: Alianza Editorial
- Hofstede, G. (1999): Culturas y organizaciones. Madrid: Alianza Editorial
- 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.