Administrative Unit: History and Social Sciences Department

Course Prefix and Number: SOCI 312

Course Title: Organizations and Institutions

Number of Credit Hours: 3 Lecture Hours: 3 Laboratory Hours: 0

Catalog Description: Patterns of social organization in modern societies; organizational structures and processes; interrelation of social institutions; problems of an organizational society and its consequences for individual life experiences. Prerequisites: SOCI 111. Occasional Offering.

Prerequisite(s)/Corequisite(s): SOCI 111

Text(s): Ferree, Myra Marx and Patricia Yancey Martin. Feminist Organizations. Temple UP.


Course Objectives:
- To study the significant theoretical perspectives within the sociology of organizations, beginning with Max Weber’s seminal work on bureaucracy.
- To describe major models and perspectives in organizational theories.
- To study the structure of organizations by their complexity, formalization, and centralization and how these structural elements interact with size, technology, and environment to produce differential organizational outcomes.
- To analyze the organizational processes of power, conflict, leadership, decision-making, and communication and their relation to organizational outcomes.
- To analyze the impact of environment on organizations.
Measurable Learning Outcomes

- Understand the sociology of organizations.
- Describe the various models and perspectives on organizational theories.
- Critically analyze organizational processes of power, conflict, leadership, decision-making, and communication and their relation to organizational outcomes.
- Describe the significance of formal organizations in society and their consequences for individual life experiences.
- Understand the complexity of organizations, the role of formalization and centralization, and how these elements interact with size, technology and environment.

Topical Outline (major areas of coverage):

- Introduction to the history of organizational studies, the significance of organizations in society.
- Nature and types of organization.
- Organizational structure: complexity, formalization, centralization; their interaction with size, technology, cultural and institutional environment, and their outcomes.
- Organizational Processes: power, conflict, leadership, decision-making, communication; and their effects on organizational outcomes.
- Organizational effectiveness: models of effectiveness, goals and effectiveness.
- Organizational theories:
  - Develop of organizational theories
  - Five theoretical perspectives:
    - The population-ecology model
    - The resource-dependence model
    - The rational-contingency model
    - The transaction-cost model
    - The institutional model

Recommended maximum class size for this course: 35

Library Resources:

Online databases are available at http://www.ccis.edu/offices/library/resources.asp. You may access them from off-campus using your eServices login and password when prompted.

Prepared by: Kathleen J. Fitzgerald

Date: May 23, 2005

NOTE: The intention of the master syllabus is to provide an outline of the contents of this course, as specified by the faculty of Columbia College, regardless of who teaches the course, when it is taught or where it is taught. Faculty members teaching this course for Columbia College are expected to facilitate learning pursuant to the course objectives and cover the subjects listed in the topical outline. However, instructors are also encouraged to cover additional topics of interest so long as those topics
are relevant to the course’s subject. The master syllabus is, therefore, prescriptive in nature but also allows for a diversity of individual approaches to course material.

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