

Sociology
Generic Elective (GE) 11
Sociology of Organisations

GENERIC ELECTIVE COURSE – 11 (GE-11): SOCIOLOGY OF ORGANISATIONS

CREDIT DISTRIBUTION, ELIGIBILITY AND PRE-REQUISITES OF THE COURSE

Course title & Code	Credits	Credit distribution of the course			Eligibility criteria	Pre-requisite of the course (if any)
		Lecture	Tutorial	Practical/ Practice		
GE-11 Sociology of Organisations	4	3	1	0	12th Class Pass	Nil

Learning Objectives:

1. This course introduces organisations as an object of sociological inquiry.
2. To generate an interdisciplinary understating of organisation at the confluence of Sociology, Social Anthropology, management studies and organisational studies.
3. To embed organisations in the larger socio-historical process and study them as key sites for the reshaping of society.

Learning outcomes:

Students will be able to:

1. *Examine* organisations sociologically as comprising multiple actors, ideologies and often competing worldviews.
2. *Identify* and describe the ways in which an organisation relates to and impacts its socio-ecological environment.
3. *Outline*, observe, and examine the evolution and contemporary developments in organisational structures.

SYLLABUS OF GE-11: Sociology of Organisations

Unit I. Introducing Sociology of Organisations (10 hours)

This unit lays the ground for the sociological study of organisations through a survey of the history of this subfield followed by a study of the major theoretical approaches.

- a. What is an Organisation?
- b. Theoretical Approaches

Unit II. Thematic Perspectives (15 hours)

Through a combination of theoretical and ethnographic texts, this unit looks at some of the key concepts and themes animating the sociology of organisations.

- a. Investigating the ‘Official’ and the ‘Practical’
- b. Organisation and its Environment
- c. Organisations and the Making of the ‘Selves’

Unit III: Recent Explorations: New Directions in the Study of Organisations (12 hours)

This unit aims to introduce students to more recent developments in this field with respect to contemporary workplaces.

- a. Evolution of the New Workplace
- b. Stretching the Limits: Criminal Organisations

Unit IV: Conducting Research in Organisations (8 hours)

This unit aims at developing a critical understanding of the methodologies used in the sociological study of organisations.

Practical Component: NIL

Essential/Recommended Readings:

Unit I. Introducing Sociology of Organisations (10 hours)

- a. **What is an Organisation?**

Scott, W.R. and G. F. Davis. 2015. ‘Organizations: Overview’. In James D Wright ed. *International Encyclopedia of the Social & Behavioral Sciences, 2nd edition (Volume 16)*. Amsterdam: Elsevier. pp. 307-311.

- b. **Theoretical Approaches**

Scott, W. R. 2004. ‘Reflections on a Half-Century of Organizational Sociology.’ *Annual Review of Sociology*, 30, 1–21.

Unit II. Thematic Perspectives (15 hours)

- a. **Investigating the ‘Official’ and the ‘Practical’**

Braverman, H. 1998. ‘Scientific Management’ and ‘The Primary Effects of Scientific Management’ in *Labor and Monopoly Capital: The Degradation of Work in the Twentieth Century*. 25th Anniversary Edition. New York: Monthly Review Press. Chapters 4 & 5. pp. 59-94.

Ong, A. 1988. ‘The Production of Possession: Spirits and the Multinational Corporation in Malaysia’. *American Ethnologist*, 15(1), 28–42.

b. Organisation and its Environment

Mathur, N. 2012. 'Transparent-Making Documents and the Crisis of Implementation: A Rural Employment Law and Development Bureaucracy in India'. *POLAR: Political and Legal Anthropology Review* 35 (2), 167–85.

c. Organisations and the Making of 'Selves'

Smith, G. 2006. 'Asylums' in *Erving Goffman*. London: Routledge. Chapter 5. pp. 69-76.

Hochschild, A. 2002. 'Emotional Labour' in S. Jackson and S. Scott (eds.) *Gender: A Sociological Reader*. London: Routledge. Chapter 23. pp. 192-196.

Unit III: Recent Explorations: New Directions in the Study of Organisations (12 hours)

a. Evolution of the New Workplace

Ho, K. 2009. 'Disciplining Investment Bankers, Disciplining the Economy: Wall Street's Institutional Culture of Crisis and the Downsizing of Corporate America'. *American Anthropologist*. 111: 177-189.

Hilhorst, D. 2003. 'Making Sense of NGOs in Everyday Office Life' in *The Real World of NGOs: Discourse, Diversity and Development*. London: Zed Books. Chapter 7. pp. 146-170.

b. Stretching the Limits - Criminal Organisations

Dua, J. 2015. 'After Piracy? Mapping the Means and Ends of Maritime Predation in the Western Indian Ocean'. *Journal of Eastern African Studies*, 9(3), 505-521.

Venkatesh, S. A. 1998. 'Gender and Outlaw Capitalism: A Historical Account of the Black Sisters United Girl Gang'. *Signs*, 23(3), 683–709.

Unit IV: Conducting Research in Organisations (8 hours)

Schwartzman, H.B. 1993. 'Introduction', 'Studying Up and Studying Down' and 'Fieldwork Roles and Fieldwork Processes' in *Ethnography in Organisations*. London: Sage. Chapters 1, 4 & 5. pp. 1-4, 27-40, 47-72.

Suggested Readings:

Acker, J. 2001. "Hierarchies, Jobs, Bodies: A Theory of Gendered Organisations", In Warwick Organizational Behaviour Staff (Ed.) *Organization Studies: Critical Perspectives in Business and Management*. London: Routledge.

Biehl, J. 2005. *Vita: Life in a Zone of Social Abandonment*. Chicago: University of California Press.

Blau, P.M. and Scott, W.H. 1962. *Formal Organisations*. San Francisco: Chandler.

- Blau, P.M. 1965. *The Dynamics of Bureaucracy: A Study of Interpersonal Relations in Two Government Agencies*. Chicago: University of Chicago.
- Boltanski, L., & Chiapello, E. 2007. *The New Spirit of Capitalism*. London, New York: Verso. pp. 3-43.
- Crozier, M. 1964. *The Bureaucratic Phenomenon*. Chicago: University of Chicago Press.
- Etzioni, A. 1961. *Comparative Analysis of Complex Organisations: On Power, Involvement and their Correlates*. New York: Free Press.
- Goffman, E. 1961. *Asylums*. New York: Doubleday.
- Grusky, O. and Miller, G.E. 1970. *The Sociology of Organisations: Basic Studies*. Part. New York: Free Press.
- Ho, K. 2009. *Liquidated: An Ethnography of Wall Street*. London: Duke University Press.
- March, J.G. and Simon, H.A. 1958. *Organisations*. New York: Wiley.
- Mathur, N. 2016. *Paper Tiger: Law, Bureaucracy and the Developmental State in Himalayan India*. Cambridge: Cambridge University Press.
- Roethlisberger, F. and William D. 1939. *Management and the Worker*. Cambridge: Harvard University Press.
- Salaman, J.G. and Thompson, K. (eds.)1973. *People and Organisations*. London: Longman.
- Scott, R.W. and Davis, G.. 2007. *Organizations and Organizing*. New York: Routledge
- Taylor, F.W. 1947. *Scientific Management*. New York; London: Harper.
- Weber, M. 1978. *Economy and Society*. Berkeley: University of California Press.
- Wright. S. (ed.) 1994. *Anthropology of Organisations*. London: Routledge.

Note: Examination scheme and mode shall be as prescribed by the Examination Branch, University of Delhi, from time to time.