

Social Dynamics of Policy and Organisation (K001281)

Course size *(nominal values; actual values may depend on programme)*

Credits 6.0

Study time 180 h

Course offerings and teaching methods in academic year 2024-2025

A (semester 2)

English

Gent

lecture

independent work

peer teaching

Lecturers in academic year 2024-2025

Waege, Hans

PS04

lecturer-in-charge

Offered in the following programmes in 2024-2025

[Master of Science in Teaching in Social Sciences\(main subject Sociology\)](#)

crdts

6

offering

A

[Master of Science in Sociology](#)

6

A

[Master of Science in Sociology](#)

6

A

[Exchange Programme in Political and Social Sciences](#)

6

A

Teaching languages

English

Keywords

Sociology and policy, organizational sociology, organization analysis, organizational models, mesosociology, organizational culture, organizational structures, leadership, effective communication, social networks and organizations.

Position of the course

The general goal of this course is to familiarize students with the functioning of and within organizations. Specifically, the course aims to provide students with insight into the potential contribution of a sociological approach, as well as sociological theories and concepts, to the functioning of organizations.

Organizations have a structure, culture, resources, processes, and individual employees. They communicate and function based on both formal and informal processes. Organizations consist of formal and informal groups with formally or informally assigned power and responsibilities. Conflict and power are essential drivers of organizations. These are just a few basic sociological concepts that are fundamental to the functioning of organizations and deserve to be actively addressed in policy development and implementation. Sociology, along with the humanities in general, has developed various frameworks and techniques to analyze society and organizations, reduce complexity, and gain insight. The contemporary complexity and diversity of challenges and models are numerous, making specific attention to these issues essential if organizations are to have a future.

In this course, we aim to bridge sociological approaches with organizational management. We explicitly propose a dynamic approach with a strong emphasis on practical application.

The teaching methods used will primarily be lectures and active participation through, among other things, small interim assignments designed to encourage students to engage actively with the course material. Students are expected to take an active and entrepreneurial role.

Contents

Social dimensions of organizations and management

Introduction
Theoretical frameworks
Basic elements of organizational management
Module: Structural Perspective
Leadership & Legitimacy
Module: Cultural Perspective
Culture and Identity of Organizations
Culture as a Policy Instrument in Organizations
Organizations in Cultures
Module: Power and Conflict
Module: HR Perspective
Individual and Organization
Organizations and Networks

Initial competences

Recommended

Bachelor's degree in Sociology, Economics, Applied Economics, Business Engineering, Communication Studies, Political Science, Social Psychology.

Final competences

- 1 Students can apply sociological frameworks, concepts, and analysis models self-reflectively and constructively critically for analyzing organizations.
- 2 Students can apply sociological frameworks and concepts self-reflectively and constructively critically in organizational functioning.
- 3 Students learn to develop a more policy-oriented attitude with regard to policy interventions.
- 4 Students can see the advantages and limitations of various sociological theories when considering and intervening in organizations.
- 5 Students develop an active and constructive attitude in policy development and are aware of their own role and position in the whole.
- 6 Students can communicate clearly and precisely with non-scientists.
- 7 Students can report sharply and policy-oriented.
- 8 Students learn to function independently and in groups in a self-aware manner.
- 9 Students learn to adjust the individual and collective learning process.

Conditions for credit contract

Access to this course unit via a credit contract is unrestricted: the student takes into consideration the conditions mentioned in 'Starting Competences'

Conditions for exam contract

This course unit cannot be taken via an exam contract

Teaching methods

Lecture, Independent work, Peer teaching

Extra information on the teaching methods

- Weekly lecture
- Individual and group assignments
- Well-prepared policy-oriented presentation by students and active interventions from students are an essential component.

Study material

Type: Slides

Name: Slide series, articles and chapters and recommended literature

Indicative price: Free or paid by faculty

Optional: no

References

- Catherine Casey: The critical study of organisations. Sage.
- Bolman, L. G., & Deal, T. E. (2021). Reframing Organizations: Artistry, Choice, and Leadership. Jossey-Bass/ Jonathan Turner. (1990) "Emile Durkheim's Theory of Social Organization" in: Social Forces, June 1990.
- Munduate, L. & Bennebroek Gravenkost, K.M. "Power Dynamics and Organisational Change: An Introduction" Applied Psychology: An international Review. 2003, 52(1). 1-13.
- Seidl, D. & Mormann H. (2015) "Niklas Luhmann as Organization theorist. IN: Adler,

P. du Gay, P., Morgan, G., Reed, .: (eds.) Social theory and organization studies: contemporary currents. Oxford: Oxford University Press Bourne, H., Jenkins, M. (2013) Organizational Values: A Dynamic Perspective. In: Organization Studies 34 (4):495-514
Mosmans, A. (2008) Ondernemingssucces. Kluwer

Course content-related study coaching

Assessment moments

end-of-term and continuous assessment

Examination methods in case of periodic assessment during the first examination period

Oral assessment

Examination methods in case of periodic assessment during the second examination period

Oral assessment

Examination methods in case of permanent assessment

Participation, Assignment

Possibilities of retake in case of permanent assessment

examination during the second examination period is possible in modified form

Extra information on the examination methods

- The emphasis is on understanding and application-based questions.
- Second exam period (NPE): Writing an executive summary paper. Exemption for those who passed the period-based evaluation in the first exam period.

Calculation of the examination mark

- Period-based evaluation (75%)
- Non-period-based evaluation (25%)

Facilities for Working Students

The possibility to reschedule exams.

The possibility to receive feedback at an alternative time.