

## Organisations Theory (K001360)

Due to Covid 19, the education and evaluation methods may vary from the information displayed in the schedules and course details. Any changes will be communicated on Ufora.

<b>Course size</b>	<i>(nominal values; actual values may depend on programme)</i>		
<b>Credits</b> 5.0	<b>Study time</b> 150 h	<b>Contact hrs</b>	45.0 h
<b>Course offerings in academic year 2021-2022</b>			
A (semester 2)	Dutch	Gent	
<b>Lecturers in academic year 2021-2022</b>			
Huisman, Jeroen		PS04	lecturer-in-charge
<b>Offered in the following programmes in 2021-2022</b>			
<a href="#">Bachelor of Science in Sociology</a>		<b>crdts</b>	<b>offering</b>
		5	A

### Teaching languages

Dutch

### Keywords

Organizations, structures, processes

### Position of the course

This educational component aims to provide students with a global view of the development of sociological thought about organizations. The course addresses an important subfield of sociology and consequently links up with competence B.1.3.

### Contents

Human behavior in contemporary society is to a large extent situated within organizations and groups. Organizational sociology deals with the description and explanation of formal and informal organization structures, the behavior of its members, and the consequences for the survival of an organization.

In the first part of the course, the most important theories about how organizations (and groups of organizations) shape and are created by their environment are dealt with. Specific attention is given to: contingency theory, the resource dependence theory, the transaction cost theory, organizational ecology, social network analysis, and institutional theory.

In the second part, important themes from organisational theory are addressed. Topics of attention are: decision-making and power; organisational change; public sector and non-profit organisations and organisations in the future.

### Initial competences

To have successfully completed the educational component 'Sociology' (1BA), or to have acquired the competences targeted in this component in another way.

### Final competences

- 1 To have insight into the development of sociological thought about organizations.
- 2 To reflect on sociological explanations of or about organisations independently.
- 3 To be able to comment on sociological explanations concerning organizations in a critical manner.
- 4 To be able to apply sociological explanations of organisations critically to real organisation case studies.

### Conditions for credit contract

Access to this course unit via a credit contract is determined after successful competences assessment

### Conditions for exam contract

This course unit cannot be taken via an exam contract

**Teaching methods**

Lecture, seminar, self-reliant study activities

**Extra information on the teaching methods**

Independent work: Students study the theories through guided self-study and choose a topic for a paper in which an organisational theoretical perspective (contingency theory, resource dependence theory, population ecology, transaction costs economics, institutional theory) is explained with a concrete case (or set of cases). The student can start working on the paper after having received the green light regarding the topic of the paper from the lecturer-in-charge.

Lectures: there will be attention to discussions and individual and group work.

**Learning materials and price**

Articles and other materials will be posted on UFORA.

**References****Course content-related study coaching**

Personal: appointment arranged by e-mail.

**Evaluation methods**

end-of-term evaluation and continuous assessment

**Examination methods in case of periodic evaluation during the first examination period**

Written examination with open questions

**Examination methods in case of periodic evaluation during the second examination period**

Written examination with open questions

**Examination methods in case of permanent evaluation**

Assignment

**Possibilities of retake in case of permanent evaluation**

examination during the second examination period is possible in modified form

**Extra information on the examination methods**

Periodical assessment: a written examination based on open-ended questions and designed to assess knowledge of the theories and perspectives of organisation sociology. Students are also assessed on their ability to compare and critically evaluate these theoretical perspectives.

Permanent evaluation: paper

For the re-examination, there is a resit possible for both the written examination and the paper.

**Calculation of the examination mark**

Periodical (85%)

Permanent (15%)