

27358 - Organizational Sociology

Syllabus Information

Academic Year: 2020/21

Subject: 27358 - Organizational Sociology

Faculty / School: 109 - Facultad de Economía y Empresa

228 - Facultad de Empresa y Gestión Pública

301 - Facultad de Ciencias Sociales y Humanas

Degree: 454 - Degree in Business Administration and Management

448 - Degree in Business Administration and Management

458 - Degree in Business Administration and Management

ECTS: 6.0

Year: 4

Semester: 448 - Second semester

454 - Second semester

458 - Second semester

Subject Type: Optional

Module: ---

1.General information

1.1.Aims of the course

The approaches and goals are aligned with some of the Sustainable Development Goals, SDGs, of the 2030 Agenda (<https://www.un.org/sustainabledevelopment/en/>) and certain specific goals, contributing to some extent to their achievement. Specifically:

GOAL 4: QUALITY EDUCATION

Goal 4.7. By 2030, ensure that all students acquire the theoretical and practical knowledge necessary to promote sustainable development.

GOAL 8: DECENT WORK AND ECONOMIC GROWTH.

Goal 8.3. Promote development-oriented policies that support productive activities, the creation of decent jobs, entrepreneurship, creativity and innovation.

GOAL 17: REVITALIZE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT. Especially with the goal:

17.19 By 2030, build on existing initiatives to develop indicators to measure progress in sustainable development and complement gross domestic product, and support statistical capacity building in developing countries

1.2.Context and importance of this course in the degree

1.3.Recommendations to take this course

2.Learning goals

2.1.Competences

2.2.Learning goals

2.3.Importance of learning goals

3.Assessment (1st and 2nd call)

3.1.Assessment tasks (description of tasks, marking system and assessment criteria)

Continuous assessment

Theoretical written test (50%). It will consist in the development by the student of a topic proposed by the teacher and related to the contents of the program and to the class exhibitions. Said test will be held at the end of the semester.

Practical activities (50%). The subject, given its theoretical / practical component, incorporates learning activities, to be carried out in a group and then exposed in the classroom to the rest of the classmates, which serve as the basis for the evaluation and which will consist fundamentally in the development of problems, readings and cases related to the development and evolution of organizations within the global context, the impact of organizations in the environment in which they are located, the internal dynamics of organizations and their impact on the behavior of people, selection processes, organizational climate, etc.

Global assessment

Students who do not opt for continuous assessment or who do not pass the subject by this procedure or who want to improve their qualification, will be entitled to take a global test, prevailing, in any case, the best of the grades obtained.

This global test consists of a global exam of the subject that will have:

- Theoretical written test (50%). It will consist in the development by the student of a topic proposed by the teacher and related to the contents of the program
- Practical test (50%). Consistent in the resolution of a case (20%). You must also submit, after reading, the review of two articles previously agreed with the teacher of the subject (30%).

To pass the subject the student must pass each of the parts, obtaining an average score of 5 points. In the event that the minimum qualification required is not obtained in any of the parts, the final grade will be the lowest of them.

In second call, the evaluation of the student will be made by a global test similar to the previous one.

Assessment criteria

Written test (50%)

1. Logical and orderly argumentation of the analysis and proposals that the student makes throughout his presentation.
2. Reasoning that the student makes in the preparation of proposals, as well as their originality and social viability, and their level of theoretical foundation.
3. Discursive coherence throughout his presentation.

Practical test (50%)

1. Ability to analyze the student through the development of the cases that are proposed for study.
2. Ability to propose initiatives and alternatives to the question posed.
3. Expositive and communicative competences

These tests are expected to be carried out in person but if the health circumstances require it, they will be carried out semi-on-site or online. In the case of online assessment, it is important to note that, in any test, the student may be recorded, and he or she may exercise their rights by the procedure indicated at:

https://protecciondatos.unizar.es/sites/protecciondatos.unizar.es/files/users/lop/dgdocencia_reducida.pdf ?

Likewise, the necessary software will be used to check the originality of the activities carried out. The detection of plagiarism or copying in an activity will imply the rating of 0 points in it.

4.Methodology, learning tasks, syllabus and resources

4.1.Methodological overview

The methodology followed in this course is oriented towards achievement of the learning objectives. It is based on active participation, case studies, teamwork etc. that favors the development of communicative skills and critical thinking. A wide range of teaching and learning tasks are implemented, such as lectures, practice sessions, autonomous work, tutorials, and academic guidance.

4.2.Learning tasks

This course is organized as follows:

- **Lectures** (30 hours). The professor presents theoretical contents.
- **Practice sessions** (10 hours). They can involve discussion and presentation of case studies, practical work outside the classroom (field work or visits), and seminars.
- **Autonomous work and study** (80 hours). Students do tasks such as autonomous study, reading of the course book, preparation of practice sessions and seminars, and summative assignments.
- **Tutorials**. (5 hours)Professors' office hours can be used to solved doubts and to follow-up students work.
- **Assessment tasks**. Final exam (5 horas)
- **Seminars** (20 hours)

At first, the teaching methodology is expected to pivot around face-to-face classes. However, if necessary for health reasons, the face-to-face classes may be taught semi-face-to-face or online

4.3.Syllabus

This course will address the following topics:

- **Topic 1. Organizations and the new global context**
 - 1.1. The current society.
 - 1.2. Socioeconomic and Organizational Consequences of the financial and economic crisis of 2008
- **Topic 2. Theoretical framework**
 - 2.1. Perspectives in the study of organizations.
 - 2.2. Theoretical approaches for the analysis of organizations: traditional theories, neoclassical theories, quantitative theory (Management Science), New Institutionalism in Sociology (NIS)
- **Topic 3. Methodology for the study of organizations**
 - 3.1. Stephen P. Robbins organizational behavior analysis model.
 - 3.2. Procedures for diagnosis and organizational evaluation.
 - 3.3. Individual, group and organizational system.
- **Topic 4. The organization: its structure**
 - 4.1. Types of structure
 - 4.2. Dimensions
 - 4.3. Design of organizational structures
- **Topic 5. Organizational Culture**
 - 5.1. Elements and approaches of study
 - 5.2. Functions
 - 5.3. Organizational identity
 - 5.4. Business ethics
- **Topic 6. Actors and organizational dynamics**
 - 6.1. Power and Leadership
 - 6.2. Communication and organizational climate
 - 6.3. Participation
 - 6.4. Conflict and Organizational Change
 - 6.5. Innovation in organizations
- **Topic 7. Typology and organizational analysis**
 - 7.1. The bureaucracy as an organizational model.
 - 7.2. Public administration
 - 7.3. The Company and the labor market
 - 7.4. Recent organizational forms: the third sector / NGOs, etc ...
- **Topic 8. Evaluation and social control of organizations: quality, efficiency / effectiveness, transparency, accountability**
 - 8.1. Performance evaluation
 - 8.2. Evaluation of the organization
 - 8.3. Evaluation of procedures
 - 8.4. Evaluation of human resources
 - 5.4. Course planning and calendar

4.4.Course planning and calendar

Further information concerning the timetable, classroom, office hours, assessment dates and other details regarding this course, will be provided on the first day of class or please refer to the Moodle website (<https://moodle2.unizar.es>); Academic calendar website (<https://academico.unizar.es/calendario-academico/calendario>); or the website of your corresponding faculty (Zaragoza: <https://econz.unizar.es/>, Huesca: <http://fegp.unizar.es/>, Teruel: <http://fcsh.unizar.es/>).

4.5.Bibliography and recommended resources