

## 27358 - Organizational Sociology

### Syllabus Information

**Academic year:** 2024/25

**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:** 448 - Degree in Business Administration and Management

454 - Degree in Business Administration and Management

458 - Degree in Business Administration and Management

**ECTS:** 6.0

**Year:** 4

**Semester:** Second semester

**Subject type:** Optional

**Module:**

### 1. General information

The general objective is to enable the student to acquire a deep knowledge of the theoretical contributions of Sociology in the study of organisations, their relations with the environment and their development. Students will develop the ability to understand and explain the behaviour of organisations, which are fundamental actors in today's society. In addition, students are expected to understand organisations as complex phenomena, recognising the fundamental variables that shape them and their sociological dimensions, such as culture, leadership, communication and power. As well as analysing the social processes that occur within organisations, considering their co-determination with the technological, political, socio-cultural and economic environment. The importance of individuals and groups within organisations is recognised.

### 2. Learning results

learning outcome can be related to the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda:

-To know the main theories about organisations, the relationships with the context, their development and to identify the different organisational types according to their objectives, configurations and functioning.

SDG 8: Decent work and economic growth: relates to the study of organisations and their development, as well as the promotion of productive and sustainable employment.

SDG 17: Partnerships to achieve the goals: this involves understanding the relationships of organisations with the environment and fostering strategic collaborations.

-Understanding organisations as complex phenomena, recognising the fundamental variables that make them up and the different dimensions (culture, leadership, communication, power, etc.) from a sociological perspective that stimulates the capacity for theoretical and methodological conceptualisation.

SDG 16: Peace, justice and strong institutions: addresses the understanding of organisational culture, leadership and power in the context of institutions.

-Being able to apply the knowledge acquired to introduce changes in the organisation that have implications for the improvement of processes within the organisation.

SDG 9: Industry, innovation and infrastructure: relates to the application of knowledge to improve processes and foster innovation in organisations.

-Recognise the different organisational formations that can occur in reality according to their objectives, configurations and functioning.

SDG 10: Reducing inequalities: this involves understanding the different forms of organisation and how they can contribute to reducing inequalities in society.

-Understanding how to intervene in an organisation to be able to define an organisational structure, both in structural and human resources dimensions.

SDG 5: Gender equality: relates to intervening in organisations to promote a fair and equal organisational structure, including gender equality.

SDG 8: Decent work and economic growth: involves the appropriate management of human resources in organisations to promote decent work and sustainable economic growth.

### 3. Syllabus

1. Organisations in today's society

2. Traditional theoretical approaches, neoclassical, quantitative (management science) and new institutionalism in sociology.

3. Methodology for the study of organisations:

3.1. Stephen P. Robbins' model of analysis.

3.2. Diagnostic and evaluation procedures

3.3. Individual, group and organisational system

4. The organisation and its structure

5. Culture, identity and ethics

6. Actors and organisational dynamics

6.1. Power and leadership

- 6.2. Communication and climate
- 6.3. Participation
- 6.4. Conflict and change
- 6.5. Innovation
- 7. Organisational typology
- 7.1. Bureaucracy
- 7.2. Public administration
- 7.3. The Company
- 7.4. Recent organisational forms
- 8. Evaluation and social control

#### **4. Academic activities**

Lectures: 30 hours (theoretical and practical sessions in which the contents of the course will be explained).  
 Practical exercises: 30 hours (solving problems and cases, carrying out assignments and face-to-face tutorials).  
 Personal study and preparation of practical tasks: 80 hours.  
 Assessment tests and tutorials: 10 hours.

#### **5. Assessment system**

In the first call, two assessment systems are offered:

1º) Continuous assessment.

-Theoretical written test (50%). Development of a topic proposed by the teacher and related to the contents of the programme and class presentations. To be held at the end of the semester.

-Practical tests (50%). Activities to be carried out in groups and subsequently presented in the classroom. Development of problems, readings and cases.

2º) Global Assessment Global Examination which will have:

Theoretical written test (50%). Development of a topic proposed by the teacher and related to the contents of the programme.  
 Practical test (50%). Resolution of a case and, where appropriate, exercises and practical activities.

In order to pass the course, each part must be passed, obtaining an average score of 5 points. In the event that the required minimum mark is not obtained in any of the parts, the final mark will be the lowest of them.

In the second call, the evaluation will be carried out by means of a global test.

Assessment criteria

Written test (50%)

1. Logical and orderly argumentation
2. Original reasoning, originality and social viability, and level of theoretical underpinning.
3. Discursive coherence

Practical test (50%)

1. Capacity for analysis through the development of cases.
2. Ability to propose initiatives and alternatives
3. Expository and communicative skills

#### **6. Sustainable Development Goals**

- 5 - Gender Equality
- 8 - Decent Work and Economic Growth
- 9 - Industry, Innovation and Infrastructure