

67506 - Sociology of Public Bodies and Institutions: Social responsibility and answers

Información del Plan Docente

Academic Year	2018/19
Subject	67506 - Sociology of Public Bodies and Institutions: Social responsibility and answers
Faculty / School	109 - Facultad de Economía y Empresa
Degree	523 - Master's in Sociology of Public and Social Policy
ECTS	4.0
Year	1
Semester	Indeterminate
Subject Type	Optional
Module	---

1.General information

1.1.Aims of the course

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)

4.Methodology, learning tasks, syllabus and resources

4.1.Methodological overview

The course combines theory sessions with practice sessions. The theoretical part consists of, on the one hand, a systematic presentation of the concepts and problems involved in each topic of the syllabus. It provides references to contextualize the authors' works, to explain the theoretical perspectives in which they are framed, and their differences with other theories, etc. On the other hand, some of the main concepts and argumentation required may be particularly complex or whose knowledge is usually taken for granted in the bibliography. This will involve reviewing the compulsory and complementary bibliography, as well as other critical tasks that include the participation and critical reflection of the students.

The practice sessions will be carried out with various tools: bibliography review (compulsory and complementary);

67506 - Sociology of Public Bodies and Institutions: Social responsibility and answers

discussions; practical exercises of reflection on organizational situations; case studies and problem-solving tasks; watch videos aimed at understanding public and social policies. In such a way that these practices allow students to learn the diverse topics of the course incorporating a critical reflection.

Learning tasks

Theoretical presentations and systematization of knowledge by the teachers.

Practice sessions

Autonomous work

Teaching-learning methodology

Lectures, questions and discussion.
Individual work by the student.

Case studies.

Reading and commentary of a book.

Individually (although tutored) students will read the recommended book; make a personal review and comment.

4.2. Learning tasks

The course includes the following learning tasks:

- **1. Lectures:** They will consist on the presentation of lectures by teachers, encouraging the participation of students. Its purpose is to present the concepts of the course in a clear, systematic, synthetic and enjoyable way. It is also intended to raise interest in the course and motivate students in his individual study, as well as to encourage the possibility of students to join the field of knowledge for a future completion of the doctoral thesis.
- **2. Practice sessions:** The teachers will recommend to the students the articles and the necessary documentation, whose reading and review will be carried out throughout the duration of the course.
- **3. Autonomous work:** personal work by students and class presentation.

4.3. Syllabus

The course will address the following topics:

Topic 1. Introduction. Contextualization

Topic 2. The bureaucracy as an organizational model

2.1. **Background of the bureaucratic organization.** First Industrial Revolution

2.2. First period. **Scientific management** (1880-1930). The Second Industrial Revolution and the scientific organization of work. The Administrative Directorate. FAYOL FAYOL

2.3. Second period. **School Human Relations** (1930-1960). End of Taylorism. Theoretical contribution. MAY

2.4. Third period. **Theory of bureaucracy** (1940-1970). The term bureaucracy and its sociological implications. Criticism

67506 - Sociology of Public Bodies and Institutions: Social responsibility and answers

of Max Weber's model. Characteristics of bureaucratic administration

2.5 The **competence** management. What does it consist of? Context, Objectives. Competence profile. Competent HR management. Management competences. Competence management process.

Topic 3. Public administration as a complex organization

3.1. **Public organizations in a global context:** new order / World Disorder

3.2. **Development and the crisis of the welfare state.** Current issues.

3.3. **New Public Management.** Philosophy of management. Management strategies. The productive logic. Values of the public sector. Changes in the administrative structure. Functions of public administration.

3.4. **Political action in public management**

3.5. **Strategies and planning** in public administration

Topic 4. Institutional theories applied to public administration

4.1. **The influence of economic theories in organizations.** The economy of transaction costs. Limited rationality and opportunism. The theory of moral agency.

4.2. **Organizations and Institutions:** Selznick. The character of institutions. The influence of the local environment. Informal groups and conflict of interest.

4.3. **Carnegie model.** Collective decisions and political action. Simon, March y Cyert. Simon, March and Cyert.

4.4. **Myths, rites and legitimacy in organizations.** Symbols and Interpretation in Organizations: K. Weick.

Topic 5. New institutionalism in organizational analysis.

5.1. **The new institutionalism.** Principles and main contributions.

5.2. **Corporate citizenship and public administration.**

5.3. **The stakeholder theory** and its influence on public organizations.

5.4. **Accountability** in the field of public policy.

Topic 6. Culture, organizational change and leadership

67506 - Sociology of Public Bodies and Institutions: Social responsibility and answers

6.1. Organizational culture: Concept and types. Communication models. Culture and organizational change.

6.2. Types of change in organizations: incremental changes vs. radical changes. Culture and organizational change in Public Administration. Culture and identity of organizations.

6.3. Relations between design, organizational culture and leadership. Leadership, concepts, Theories. Comprehensive vision of leadership. Different Styles. Critical vision of leadership. Directing in the Public Administration. Organizational Involvement Processes

Topic 7. From primary legitimacy to secondary legitimacy. New models of public management

4.4. Course planning and calendar

The planning will be agreed with the students who wish to study this course. In addition, a special support will be given to those students who are unable to attend class for work reasons, and show high motivation and are willing to perform quality autonomous work.

4.5. Bibliography and recommended resources