

Content

Course Code	Course Name	Semester	Theory	Practice	Lab	Credit	ECTS
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GE 721	Organization Theory	1	3	0	0	3	7
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Prerequisites

Admission Requirements

Language of Instruction Turkish

Course Type Elective

Course Level Doctoral Degree

Objective The goal of the course is to familiarize students with major conceptual frameworks, debates, and developments in contemporary organization theory.

Content Main management theories.

M.J.Hatch (2006) *Organization Theory Modern, Symbolic and Postmodern Perspectives* Oxford: Oxford University Press, ch 1.

W. R. Scott (2003), *Organizations: Rational, Natural, and Open Systems* (5th edition), Upper Saddle River, NJ: Prentice Hall, ch. 1.

M. Reed (1996), 'Organizational theorizing: A historically contested terrain' in S. Clegg, C. Hardy, and W. R. Nord (eds), *Handbook of Organization Studies*, London: Sage, 31-56.

M.J.Hatch (2006) *Organization Theory Modern, Symbolic and Postmodern Perspectives* Oxford: Oxford University Press, chap 2.

Y. Shenhav (2003), 'The historical and epistemological foundations of organization theory: Fusing sociological theory with engineering discourse' in H. Tsoukas and C. Knudsen (eds.), *The Oxford Handbook of Organization Theory*, Oxford: Oxford University Press, 183-209

W. H. Starbuck (2003), 'The origins of organization theory' in H. Tsoukas and C. Knudsen (eds.), *The Oxford Handbook of Organization Theory*, Oxford: Oxford University Press, 143-182.

W. R. Scott (2003), *Organizations: Rational, Natural, and Open Systems* (5th edition), Upper Saddle River, NJ: Prentice Hall, chaps. 2 and 3.

W. R. Scott (2003), *Organizations: Rational, Natural, and Open Systems* (5th edition), Upper Saddle River, NJ: Prentice Hall, chap. 4.

L. Donaldson (2000), *The Contingency Theory of Organizations*, Thousand Oaks, CA: Sage, chaps. 1, 2 and 3.

Meyer, A.D., Tsui, A.S., Hinings, C.R. 1993. Configurational approaches to organizational analysis. *Academy of Management Journal*, 36: 1175-1195.

L. Donaldson (2000), *The Contingency Theory of Organizations*, Thousand Oaks, CA: Sage, chap. 5.

J. Child (2002), 'Strategic choice' in A. Sorge (ed.), *Organization*, Thomson Learning: London, 107-126.

R. Emerson, "Power-Dependence Relations." *American Sociological Review* 27 (1962): 31-41.

J. Pfeffer and G. R. Salancik (1978/2003), *The External Control of Organizations: A Resource Dependence Perspective*, Palo Alto, CA: Stanford University Press, chaps 1, 2, 3 and 10 and the Introduction, xi-xxix (available as e-book)

M. S. Mizruchi and M. Yoo (2002), 'Interorganizational power and dependence' in J. A. C. Baum (ed.), *The Blackwell Companion to Organizations*, Oxford: Blackwell, 599-620.

D. J. Brass (2002), 'Intraorganizational power and dependence' in J. A. C. Baum (ed.), *The Blackwell Companion to Organizations*, Oxford: Blackwell, 138-157.

W. Ocasio (2002), 'Organizational power and dependence' in J. A. C. Baum (ed.), *The Blackwell Companion to Organizations*, Oxford: Blackwell, 363-385.

Gulati, R., Daldin, D. A. , & Wang, L. 2002. *Organizational Networks*. Pp. 181-303 in J. Baum (ed.), *Blackwell Companion to Organizations*. Oxford, UK: Blackwell.

Podolny, J. M., & Baron, J. N. 1997. Resources and relationships: social networks and mobility in the workplace. *American Sociological Review*, 62: 673-693.

Burt, R. Chapter 1 in *Structural Holes*, 8-49. Cambridge, MA: Harvard University Press, 1992. ISBN: 067484372X.

Granovetter, M. "The Strength of Weak Ties." *American Journal of Sociology* 78 (1973): 1360-1380.

Granovetter, M. "Economic Action and Social Structure: The Problem of Embeddedness." *American Journal of Sociology* 91 (1985): 481-510.

Uzzi, B. 1997. Social structure and competition in interfirm networks: the paradox of embeddedness. *Administrative Science Quarterly* 42: 35-67.

Burt, R.S. 2000. The network structure of social capital. *Research in Organizational Behaviour*, 22: 345-423.

D. Starbuck (2003), 'Economic and sociological approaches to organization theory' in H. Tsoukas and C.

K. Swedberg (2005), Economic versus sociological approaches to organization theory in H. Tsoukas and C. Knudsen (eds.), *The Oxford Handbook of Organization Theory*, Oxford: Oxford University Press, 373-391.

J. B. Barney and W. Westerly (1996), 'Organizational Economics: Understanding the relationship between organizations and economic analysis' in S. R. Clegg, C. Hardy and W. R. Nord (eds.), *Handbook of Organization Studies*, London, Sage, 115-147.

B. S. Silverman (2002), 'Organizational economics' in J. A. C. Baum (ed.), *The Blackwell Companion to Organizations*, Oxford: Blackwell, 467-493.

## References

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- DiMaggio, P., & Powell, W.W. 1983. The iron cage revisited: Institutional isomorphism and collective rationality in organizational fields. *American Sociological Review*, 48: 147-160.
- Friedland, R. & Alford, R.R. 1991. Bringing Society Back in: Symbols, Practices, and Institutional Contradictions. Pp. 232-266 in *The New Institutionalism in Organizational Analysis*, edited by Walter W. Powell and Paul J. DiMaggio. Chicago: University of Chicago Press
- Meyer and Rowan, 1977. Institutionalized Organizations: Formal Structure as Myth and Ceremony. *American Journal of Sociology*, 83: 340-63.
- Tolbert, P.S., Zucker, L. 1983. Institutional sources of change in the formal structure of organizations: The diffusion of civil service reform, 1880-1935. *Administrative Science Quarterly*, 30: 22-39.
- Zucker, L.G. 1987. Institutional theories of organizations. *Annual Review of Sociology*, 13: 443-464.
- Suddaby, R. & Greenwood, R. 2005. Rhetorical Strategies of Legitimacy. *Administrative Science Quarterly*, 50: 35-67.
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- A. Sorge (1991/2002), 'Strategic fit and the societal effect: Interpreting cross-national comparisons of technology, organization and human resources' in R. Whitley (ed.), *Competing Capitalisms: Institutions and Economics*, Vol. 2, Cheltenham, UK: Edward Elgar, 354-383.
- R. Whitley (1998/2002), 'Internationalization and varieties of capitalism: The limited effects of cross-national coordination of economic activities on the nature of business systems' in R. Whitley (ed.), *Competing Capitalisms: Institutions and Economics*, Vol. 2, Cheltenham, UK: Edward Elgar, 317-353.
- R. Whitley (2005) 'How National are Business Systems? The Role States and Complementary Institutions in Standardizing Systems of Economic Coordination and Control at the National Level' in G. Morgan, R. Whitley, and E. Moon (eds) *Changing Capitalisms? Internationalization, Institutional Change, and Systems of Economic Organization*, 190-231. Oxford: Oxford University Press.
- Haake, Sven. 2002. National business systems and industry-specific competitiveness. *Organization Studies*, 23 (5) 711-736.
- H. Aldrich (1999), *Organizations Evolving*, London: Sage, chaps. 9 and 10.
- J. A. C. Baum and T. L. Amburgey (2002), 'Organizational Ecology' J. A. C. Baum (ed.), *The Blackwell Companion to Organizations*, Oxford: Blackwell, 304-326.
- S.D. Dobrev, & Kim, T.Y. 2006. Positioning among Organizations in a Population: Moves between Market Segments and the Evolution of Industry Structure. *Administrative Science Quarterly*, 51(2): 230-261.
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- H. Aldrich (1999), *Organizations Evolving*, London: Sage, chaps. 2 and 3.
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- H. R. Greve (2002), 'Interorganizational evolution' in J. A. C. Baum (ed.), *The Blackwell Companion to Organizations*, Oxford, Blackwell, 557-578.
- S.Clegg and D.Dunkerly (2005) *Critical issues in Organizations* in C. Grey and H. Willmott (eds) *Critical Management Studies* Oxford:Oxford University Press, 46-50.
- M.Alvesson and S. Deetz (2005) *Critical theory and postmodernism: Approaches to organizational studies* in C. Grey and H. Willmott (eds) *Critical Management Studies* Oxford:Oxford University Press,60-106
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**Theory Topics**

<b>Week</b>	<b>Weekly Contents</b>
1	Introduction
2	Overview: Organizations and organization theory
3	Foundations and origins of organization theory
4	Systems theory and the contingency perspective
5	Critiques, controversies and debates
6	The resource dependence perspective
7	Power perspectives
8	Social Networks
9	Transaction Costs, Agency Theory and the Resource-based view
10	Institutional Theory
11	Societal effects and national business systems
12	Population Ecology
13	Organizational Evolution
14	Critical perspectives and postmodernism