Content

Course Code	Course Name	Semester	Theory	Practice	Lab	Credit	ECTS
SP416	Sociology of Organizations	8	3	3	0	3	4

Prerequisites	
Admission Requirements	

Language of Instruction	French
Course Type	Elective
Course Level	Bachelor Degree
Objective	The course of the sociology of organizations aims, above all, to unerstand the logic of collective action within organizations. We will emphasize essentially the study of bureaucratic systems, their functioning and dysfunctions through the way people are able to play the game of conflict or cooperation.
Content	We will approach the subject from a perspective of strategic analysis that focuses principally on the power relationships within organizations. Based on the idea that there is no social systems fully resolved or controlled, and that individual or collective actors who compose them can never be reduced to abstract and disembodied functions, strategic analysis rejects any notion of structural and social determinism. Following the idea that the analysis of organizations in this way can make a decisive contribution to the formation of a new way of thinking on human affairs, we will try to extend the theory to the study, not only of organizations, but more generally of "situations" characterized by relations of power within systemic constraints. For every organization is primarily a subset of society in which it is placed, we will finally attempt of release in a broader perspective, the correlative relationship between the social whole and the organization.
References	AMBLARD, H., BERNOUX, P., HERREROS, G., LIVIAN, Y.-F., Les nouvelles approches sociologiques des organisations, Paris, Seuil, 1996. ANSART, P., Les sociologies contemporaines, Paris, Seuil, 1992. BAGLA, Lusin, Sociologie des organisations, Paris, La Découverte (coll. Repères), 2003. BERNOUX, P., La Sociologie des organisations, Paris, Seuil, 1993. CROZIER, M., Le phénomène bureaucratique, Paris, Seuil, 1963. - La Société bloquée, Paris, Seuil, Coll. Points, 1971. - Etat modeste, Etat moderne, Paris, Fayard, 1987. CROZIER, M. et FRIEDBERG, E., L'Acteur et le Système, Paris, Seuil, 1977. DURAND, J.-P. et WEIL, R. (dir.), Sociologie contemporaine, Paris, Ed. Vigot, 1989. [Chapitre V : "L'analyse stratégique", pp. 127-142; Chapitre XVIII : "La sociologie des organisations" par Philippe BERNOUX, pp. 375-394.] FRIEDBERG, E., Le Pouvoir et la Règle, Paris, Seuil, 1993. - L'analyse sociologique des organisations, POUR, No : 28, Paris, 1988. - "Les quatre dimensions de l'action organisée", Revue française de Sociologie, No : 33, 1992, pp. 531-557. KATZ, D. et KAHN, R. L., The Social Psychology of Organizations, New York, Wiley Int., 1966. MARCH, J.G., Décision et Organisation, Paris, Ed. de l'Organisation, 1991. MARCH, J. G. et SIMON, H. S., Les Organisations, Paris, Dunod, 1965. REYNAUD, J.-D., Les règles du jeu. L'action collective et la régulation sociale, Paris, Armand Colin, 1989. SAINSAULIEU, R., Sociologie de l'organisation et de l'entreprise, Paris, Presses de la FNSP et Dalloz, 1987. - L'Identité au Travail. Les effets culturels de l'organisation, Paris, Presses de la FNSP, 1988. SEGUIN F. et CHANLAT J. F., L'Analyse des organisations, (Tome I et II), Montréal, Gaëtan Morin, 1983 et 1987.

Theory Topics

Week	Weekly Contents
1	Introduction: The main stages of organizational thought
2	Foundations. The first organizations and early theories (1) : Max Weber and rationality
3	Foundations. The first organizations and early theories (2) : FW Taylor and the rationalization of the company
4	The discovery of the human factor in organizations
5	Organizations as systems
6	Different models of sociological analysis of organizations (1) : The structural contingency theory
7	Different models of sociological analysis of organizations (2) : Basic assumptions of strategic analysis
8	Strategic analysis of concrete systems of action (1)
9	Strategic analysis of concrete systems of action (2)
10	Case studies
11	Identity, culture and organization (1) : Identity at work
12	Identity, culture and organizations (2) : Culture, organizations and actor as a chain of interaction
13	Case studies
14	Conclusion : Management of change in organizations