

Organizational Studies: Foundation Courses and the Methods Course

COE Mini-workshop

August 28, 2006



2 Foundation Courses:

- Soc.103: Organizational Theories of the Public and Private Sectors
- Soc. 109: Theories of Organizational Dynamics and Decision-Making



Goals of Soc. 103: 1st Theory Course

- To provide an historical overview of the development of organizational theory, as affected by social history, types of organizations studies, personal biographies of the theorists
- To understand the evolution of rational vs. natural system theories; closed vs. open system theories
- To understand the macro systems of org'l environments, sets, networks, fields, sectors
- To understand basic differences (and similarities) between public and private sector organizations.



Goals of Soc.109: Micro-Level Theory

- To equip students with a comprehensive set of sociological frameworks explaining organizational dynamics & decision making
- To enable students to link these frames to the analysis of behavior within organizations
- To provide experiential learning through team engagement in problem solving

Goals of Required Methods Course: Soc. 105: Methods of Research in Orgs.

- To understand levels of analysis (within orgs., orgs as units, multi-org'l and macro-level systems);
- To understand the differences between research issues of interest to managers vs. social scientists, and to become comfortable taking on either role or addressing both types of questions;
- To become familiar with both quantitative and qualitative research methods; when and how to use and/or combine;
- To work with a team to develop a research question(s) and the appropriate research design to address it