

**COURSE MANUAL:**

# **Institutions and organizations**

October 2020 – January 2021  
Södertörn University

## **GENERAL INFORMATION**

A doctoral course on Institutions and organizations (7.5 credits) will be given October 2020 to January 2021 at Södertörn University (Campus Flemingsberg).

The aim of the course is to give an overview of important theoretical traditions, using experts in the field.

Bengt Jacobsson ([bengt.jacobsson@sh.se](mailto:bengt.jacobsson@sh.se)) and Noomi Weinryb ([noomi.weinryb@sh.se](mailto:noomi.weinryb@sh.se)) have overall responsibility for the course.

Lina Lorentz is responsible for administrative issues. Please email Lina if you want to participate in the course: [forskarutbildning.isv@sh.se](mailto:forskarutbildning.isv@sh.se). We prepare for 25 participants. PhD candidates from other institutions than Södertörn University will be able to attend the course on a first come first serve basis.

## **EXAMINATION**

The examination consists of two parts:

- 1) Learning memos (for each seminar)
- 2) Course paper

Both learning memos and the course paper should be uploaded to Studiewebben.

### ***Learning Memos***

Learning memos should consist of 3-pages (Times New Roman, 12pt. 1.5 line spacing) and should address the three questions outlined below.

- a) What are the overarching question(s) with which the theory is concerned?
- b) Please describe a short empirical example of your own and/or link to a media clip/article of the phenomena the papers are addressing.
- c) What are methods the researchers have chosen? Why do you think they find it suitable for the theoretical conundrum they are addressing? (only relevant for empirical papers)
- d) From the perspective of your dissertation, what is the most interesting thing about the paper?

You may address one text at a time or write about them all at once. Learning memos are due on Friday morning 10AM the week before each upcoming class, including afternoon session of the first meeting.

**Course Paper**

You will create an individual course paper based on some of the theories used in the course. You are free to select any stream of theory/theories presented in the course. The course papers should be between 4000 - 5000 words (Times New Roman, 12pt. 1.5 line spacing) and are due Friday January 8 2021, 10AM. The papers will be presented and discussed on the final day of the course at a mini-conference. More details will be provided, but you should be prepared to both present your paper and be the discussant of the paper of a fellow student.

**COMPULSORY ATTENDANCE**

All class sessions are compulsory. This is to facilitate your learning process as the seminars are our chance to discuss and debate, follow up on questions and any loose threads, prepare your course paper and really get to the core of the subject. All participation in the seminars is based on you preparing the learning memos in advance.

If you nevertheless will miss a session, you will have to write a make-up assignment. The make-up assignment consists of a prolonged learning memo (double the size as the original one) per missed session. One missed full day will mean two prolonged learning memos. If you miss more than two individual sessions, you will not be able to complete the course.

**SCHEDULE**

<b>Session Date</b>	<b>Theme</b>	<b>Teacher</b>
21/10 2020 10-12	<i>Introduction to organization theory</i>	Bengt Jacobsson Noomi Weinryb
21/10 2020 13-15	<i>Classical organization theory</i>	Karin Brunsson
4/11 2020 10-12	<i>The human factor</i>	Lovisa Näslund
4/11 2020 13-15	<i>Organization and gender</i>	Charlotte Holgersson
18/11 2020 10-12	<i>Organizational decision-making</i>	Bengt Jacobsson
18/11 2020 13-15	<i>Decisions as institutions</i>	Nils Brunsson
1/12 2020 10-12	<i>Neo-institutional theory</i>	Noomi Weinryb
1/12 2020 13-15	<i>Historical institutionalism</i>	Karin Borevi and Apostolis Papakostas
16/12 2020 10-12	<i>Institutional economics</i>	Mikael Lönnborg
16/12 2020 13-15	<i>Social movements</i>	Magnus Wennerhag
14/1 2021 10-17	<i>Presentation of course paper</i>	Bengt Jacobsson Noomi Weinryb

## **READINGS**

Course book: Pugh, D. S. (2007). *Organization theory: selected classic readings*. Penguin UK. Available as e-book.

### **Classical organization theory**

- Taylor, F.W. (1912) *The Principles of Scientific Management*. Excerpt from Pugh chapter 13.
- Fayol, H. (1916) *General and Industrial Management*. Pitman Publishing. Excerpt from Pugh chapter 12.
- Weber, M. (1922/1978) *The types of legitimate domination*. From *Economy and Society*: 212-54. Excerpt available online <https://archive.org>.
- Brunsson, K. (2020) Effective or Stupid? A Note on the Organizational Economy. *management revue*, vol. 31(1), p. 1-18.

### **The human factor**

- Mayo, E. (1949) The Hawthorne Experiment. *The Human Factor*. Excerpt from Pugh chapter 17.
- Parker Follett, M. (1918) The New State: Part 1 The Group Principle, Chap 1-5, p. 19-49; Chap. 11, p. 79-85)  
<https://archive.org/stream/cu31924016856209#page/n33/mode/2up>
- Parker Follett, M. (1924) Creative Experience, Chap 9 Experience as Creating, p. 156-178. <https://archive.org/stream/creativeexperien00fol#page/58/mode/2up>
- McGregor, D.M. (1957) "The Human Side of Enterprise". *The Management Review*, vol 46, No. 11, p 22–28 <https://www.esf.edu/for/germain/McGregor%20-%20Human%20Side.pdf> or <https://www.kean.edu/~lelovitz/docs/EDD6005/humansideofenterprise.pdf>

### **Organization and gender**

- Kanter, R. M. (1977). Some Effects of Proportions on Group Life: Skewed Sex Ratios and Responses to Token Women. *American Journal of Sociology*, 965-990.
- Acker, J. (1990). Hierarchies, jobs, bodies: A theory of gendered organizations. *Gender & Society*, 4(2), 139-158.
- Ely, R. J., & Meyerson, D. E. (2000). Theories of gender in organizations: A new approach to organizational analysis and change. *Research in organizational behavior*, 22, 103-151.
- Acker, J. (2006). Inequality regimes: gender, class, and race in organizations. *Gender & Society*, 20(4), 441-464.

### **Organizational decision-making**

- Cyert, R.M. & March, J.G. (1963), A Behavioral Theory of the Firm. Prentice Hall, chap. 7, A Summary of Basic Concepts.
- Brunsson, N. (1982), The Irrationality of Action and Action Rationality: Decisions, Ideologies and Organizational Actions. *Journal of Management Studies* 19: 29-44.
- March, J.G. (1991), How Decisions Happen in Organizations. *Human-Computer Interaction* 6: 95-117.

### **Decisions as institutions**

- Brunsson, N. (2007) Decision as Institution. Chapter 1 in *The Consequences of Decision-Making*. Oxford University Press.
- Brunsson, N. (2007) Organized Hypocrisy. Chapter 7 in *The Consequences of Decision-Making*. Oxford University Press.
- Ahrne, G. & Brunsson, N. (2011) Organization outside organizations: the significance of partial organization. *Organization*, vol. 19, p. 83-104.

### **Neo-institutional theory**

- Meyer, J. W. & Rowan, B. (1977) Institutionalized organizations: Formal structure as myth and ceremony. *American Journal of Sociology*, 340-363.
- DiMaggio, P. & Powell, W. W. (1983) The iron cage revisited: Collective rationality and institutional isomorphism in organizational fields. *American Sociological Review*, 48(2), 147-160.
- Sahlin, K. & Wedlin, L. (2008). Circulating ideas: Imitation, translation and editing. *The Sage Handbook of Organizational Institutionalism*, 218, 242.
- Zilber, Tammar B. "Institutionalization as an interplay between actions, meanings, and actors: The case of a rape crisis center in Israel." *Academy of Management Journal* 45.1 (2002): 234-254.

### **Historical institutionalism**

- Stinchcombe, A. L. (1965) Social structure and organizations. From March, J.G. *Handbook of organizations*, chapter 7, p 142-193.
- Greener, Ian (2005). The potential of path dependence in political studies. *Politics*, 25(1): 62 - 72.
- Pierson, Paul (2000). Increasing Returns, Path Dependence, and the Study of Politics. *American Political Science Review* 94: 251-267.
- Thelen, Kathleen (1999). Historical institutionalism in comparative politics. *Annual Review of Political Science*, 2: 369-404.

### **Institutional economics**

- Coase, R. H. (1937) "The nature of the firm." *Economica*, p. 386-405.  
<https://onlinelibrary.wiley.com/doi/epdf/10.1111/j.1468-0335.1937.tb00002.x>
- North, Douglass C. "Institutions and credible commitment." <https://econwpa.ub.uni-muenchen.de/econ-wp/eh/papers/9412/9412002.pdf>
- Ostrom, Elinor. "Common-pool resources and institutions: Toward a revised theory." *Handbook of agricultural economics* 2 (2002): 1315-1339. <https://eclass.uoa.gr/modules/document/file.php/ECON284/10.%20Environmental%20and%20resource%20issues/HBAE%20Chapter%2024%20Common%20Pool%20resources%20Ostrom.pdf>

**Social movements**

- McCarthy, John D. & Mayer N. Zald (1977). Resource Mobilization and Social Movements: A Partial Theory, American Journal of Sociology, 82(6): 1212–1241.
- McAdam, Doug (1986). Recruitment to High-risk Activism: The Case of Freedom Summer. American Journal of Sociology, 92(1): 64–90.
- Benford, Robert D. & David A. Snow (2000). Framing Processes and Social Movements: An Overview and Assessment. Annual Review of Sociology 26: 611–639.
- Tarrow, Sidney G. (2011). Power in movement: Social movements and contentious politics. 3rd ed. New York: Cambridge University Press. Pp. 1–34 and 195–214.
- Della Porta, Donatella & Mario Diani (2020). Political Opportunities for Social Movements, pp. 197–231 in Social Movements: An Introduction. 3rd ed. Wiley-Blackwell.