

COURSE CONTENT

Course Code / Title : HS2005 Organizations and Organizational Change

Pre-requisites : HS1001 Person and Society

No. of AUs. : 3

Contact Hours : 39

Course Aims

This course deals with various aspects of organizations and the role they have in the structuring of society. Modern organizations have grown in both size and complexity in recent times—the ability of individuals to negotiate social organizations is crucial for their survival in modern society. The aim of this course is to familiarize the student with the main characteristics of social organizations and how it has changed with the modernization and globalization. Attention will be given to how individuals negotiate their way around organizations both as insiders and outsiders.

Intended Learning Outcomes (ILO)

By the end of the course, you should be able to:

1. Examine the nature and the structure of complex social organizations
2. Discuss the growing role of complex social organizations in modern society
3. Examine the relationship of the individual and complex social organization

Course Content

Week 1 Introduction to the course
Key concepts: Oligarchy
Scientific management

Week 2 Division of labour
Key concepts: Legitimate authority
Productivity
Occupational specialization

Week 3 Power in organizations
Key concepts: Hierarchy
Bureaucracy
Fealty
Powerlessness

Week 4	Social psychology in organizations
Key concepts:	Facework Deference
Week 5	Bureaucratic structure
Key concepts:	Bureaucratic personality Bureaucratic face Red tape Technicism
Week 6	Emotional labour
Key concepts:	Emotional work Feeling rules Boundary heightening Bounded emotionality
Week 7	Individuals and organizations
Key concepts:	Interstitial social relationships Discretion
Week 8	Organizational Culture
Key concepts:	Institutional isomorphism
Week 9	Organizational Culture
Key concepts:	Cultural forms
Week 10	Diversity
Key concepts:	Diversity management Gender Race/Ethnicity
Week 11	Inequality
Key concepts:	Tokenism Inequality regimes
Week 12	Globalization
Key concepts:	Polarization
Week 13	Review

Course Assessment

CA1	Class participation	: 10%
CA2	Team discussion reports	: 10%
CA3	Individual project	: 30%
	Final Examination	: 50%
Total		----- 100%