

# Syllabus

## Organization Theory

Course Name	Course type (credit/hours)		전선(3/3)		Course code	
	Target students Division/major/grade		경영학과/		Opening semester	2017년 1학기
	Class time and classroom		화7(다505) 화8(다505) 화9(다505)(다505)			
Reference to this course	Related basic courses					
	Recommended concurrent courses					
	Related advanced courses					
Instructor	Name (title/division)		정대용 (교수/경영대학 경영학과)			
	Office Room Number	다산관 424	Office phone Number	2840	e-mail	dyjeong@ajou.ac.kr
	Office hours	1:30pm-3:00pm, Tue.		Homepage address		
Teaching Assistant	Name (title/division)					
	Office Room Number	509 Dasan Hall	Office phone Number	010-7383-4537	e-mail	ich45337@hanmail.net

### 1. Introduction

Organization theory (OT) is a multi-disciplinary field that aims to explain organizational changes (the emergence, persistence, transformation, and disappearance of organizations) as well as structures and components of organizations. The focus of OT is on macro-level phenomena--structures and processes at the group, organizational, and population level. Individuals play a much smaller role in OT than in OB; indeed, some parts of OT regard "the individual" as a fiction. The causal drivers in OT approaches are dispositional forces such as rationalization, resource competition, information processing, organizational learning, structural inertia, absorptive capacity, alignment of interests, and networks that are typically located on supra-individual level.

The field of OT is also vast--characterized by a large number of competing theoretical approaches and a wide range of research subjects. Consequently, we do not aspire to be comprehensive in this course. However, we will visit the main 'excavation sites' of OT (including some classic ones) and get a good tasting for the intellectual challenges of the field. Through this journey, the course will aim to give students a road map to influential and current theoretical approaches and debates in OT.

### 2. Course Objectives

### 3. Class types and activities

#### 1) Class Participation & Attendance

Learning in my class is based on collective action. You are responsible for completing the readings prior to class, contributing to the discussion of the material, and asking questions when you do not understand. You will learn from your fellow students and help them learn. As an instructor, I am here to help you learn, not to give you “the answers.”

#### 2) Presentations

Two presenters will prepare and help facilitate discussions on the assigned reading materials every week. The presenter will be asked to provide a short overview of the reading material (approximately 10 minutes). Following the overview and discussion, I will provide “learning points” from the reading material.

#### 3) Research Paper

You are required to write a 20 page research paper on a topic approved by the instructor. The paper provides an opportunity for you to explore in some detail an issue that particularly interests you. You may decide to do: (i) a critical literature review; (ii) an empirical study; or (iii) a piece of theoretical research. Or, indeed, you may do some combination of each.

#### 4) Final Exam

Exam questions will be short essay questions. The actual content of both exams will be announced in class before the exam.

### 4. Teaching Method

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## 5. Knowledge and ability required for taking this course

1. Postgraduate-level English skills.
2. Willingness to participate in class activities.

NOTE: all activities in class will be conducted in English only.

## 6. Method of Evaluation

Evaluation Item	The Number of Times	Evaluation Proportion	Remarks
Attendance			
midterm exam			
final exam			
quiz			
presentation			
discussion			
homework			
etc			

1) Participation & Presentations (40%)

2) Research Paper (30%)

3) Final Exam (30%)

## 7. Textbooks

Main/Sub	Title	Writer	Publisher	Publication year
주교재	A Course Pack (available at the copy shop in Yulkok Hall).			

## 8. Lecture Schedule

Week	Lecture contents	Lesson type	Remark
1	Introduction to the Field		

## 8. Lecture Schedule

Week	Lecture contents	Lesson type	Remark
2	Rational Systems: Bureaucracy and Rationality		
3	Natural Systems: Human Relations		
4	Limited Rationality: Carnegie School		
5	Open Systems: The Organization as Organism		
6	Transaction Cost		
7	Institutionalism		
8	Path Dependence and History		
9	Contingency		
10	Population Ecology		
11	Networks and Social Capital		
12	Organizational Culture		
13	Political Coalition		
14	Resource Dependence		
15	Control and Power		
16	New Directions for Organization Theory		

## 9. Others

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