

組織社會學(碩)  
課程大綱 (2016/9)

教師：陳宇翔

時間：二 567(13~16)

教室：社 101(暫時)/下週起將改至社科院 6F22 專業教室

本課程介紹組織社會學主要理論觀點，目的為協助同學理解組織社會學重要研究議題與研究取徑，重新思考組織、環境與行動者之間的關係。

**評分方式**

期末報告 40% 課堂報告、討論與參與 60%

每位同學輪流負責導讀當週閱讀材料。每週每位同學都需事先準備與當週理論相關的實際案例，在課堂上報告與討論。期末報告包含口頭、書面。期末報告主題由個人自訂，但須與課程內容相關，且事先與老師討論。

**每週主題及閱讀材料(依課程進度調整內容)**

週次	日期	主題	閱讀材料
1	9/13	課程介紹	
2	9/20	科層與寡頭鐵律	Weber, Max. 1924. "Bureaucracy and Legitimate Authority." in <i>The sociology of organizations: Classic, contemporary, and critical readings</i> / [editor] Michael J. Handel. 2003. Pp.17-23.  Michels, Robert. 1915. "Organizations and Oligarchy." in <i>The sociology of organizations: Classic, contemporary, and critical readings</i> / [editor] Michael J. Handel. 2003. Pp. 211-223.
3	9/27	科學化管理	Frederick W Taylor. 1911. "The Principles of Scientific Management" in <i>The sociology of organizations: Classic, contemporary, and critical readings</i> / [editor] Michael J. Handel. 2003. Pp.24 -31.  Harry Braverman. 1974. "The Degradation of Work in the twentieth Century" <i>The sociology of</i>

			<i>organizations: Classic, contemporary, and critical readings</i> / [editor] Michael J. Handel. 2003. Pp.32-37.
4	10/4	有限理性	Simon, Herbert A. 1972. "Theories of Bounded Rationality." Pp. 161-176 in <i>Decision and Organizations</i> , edited by C.B. McGuire and Roy Radner. North-Holland Publishing.  "RATIONALITY AND NON-RATIONALITY IN ORGANIZATIONAL DECISION MAKING" in <i>The sociology of organizations: Classic, contemporary, and critical readings</i> / [editor] Michael J. Handel. 2003. Pp.181-184.
5	10/11	交易成本	Ronald Coase.1937. "The Nature of Firm."
6	10/18		Oliver E. Williamson. 1981. "The Economics of Organization: The Transaction Cost Approach." in <i>The sociology of organizations: Classic, contemporary, and critical readings</i> / [editor] Michael J. Handel. 2003. Pp.276-287.  Charles Perrow. 1981. "Markets, Hierarchies, and Hegemony." in <i>The sociology of organizations: Classic, contemporary, and critical readings</i> / [editor] Michael J. Handel. 2003. Pp.288-294.
7	10/25	新制度論	John W. Meyer and Brian Rowan
8	11/1		"Institutional Organizations: Formal Structure as Myth and Ceremony."制度化的組織：作為神話與儀式的正式結構，《組織分析的新制度主義》
9	11/8	期中考週 (無上課)	
10	11/15	新制度論	Paul J. DiMaggio and Walter W. Powell The Iron Cage Revisited: Institutional Isomorphism and Collective Rationality in Organization Fields.關於“鐵籠”的再思考：組織場域中的制度性同形與集體理性，《組織分析的新制度主義》

			<p>Pamela Tolbert and Lynn Zucker Institutional sources of change in the formal structure of organizations: The diffusion of civil service reform, 1880-1935.正式組織結構變革的制度根源：1880-1935 年公務員改革的擴散，《組織社會學的新制度主義學派》</p> <p>Michael Lounsbury.2007. "A tale of two cities: competing logics and practice variation in the professionalizing of mutual funds". <i>Academy of Management Journal</i> 50 (2): 289–307.</p>
11	11/22	組織生態學	<p>Glenn R Carroll and Michael T. Hannan, 2003, "Density-Dependent Processes." in <i>The sociology of organizations: Classic, contemporary, and critical readings</i> / [editor] Michael J. Handel. 2003. Pp. 254-261.</p> <p>Glenn R. Carroll, and Michael T. Hannan. 1989. "Density Dependence in the Evolution of Populations of Newspaper Organizations." <i>American Sociological Review</i> 54(4): 524-541. 報紙組織群體演化中的密度依賴。(組織社會學的新制度主義學派)。</p>
12	11/29	資源依賴	<p>Jeffrey Pfeffer and Gerald R. Salancik, 2003, "The External Control of Organizations: A Resources Dependence Perspective." in <i>The Sociology of Organizations: Classic, Contemporary, and Critical Readings</i>/ [editor] Michael J. Handel. Pp. 233-242</p>
13	12/6	人際關係與非正式團體	<p>Mayo, Elton. 1984 [1949]. "Hawthorne and the Western Electric Company."</p> <p>Tichy, Noel. 1973. "An Analysis of Clique Formation and Structure in Organizations." <i>Administrative Science Quarterly</i> 18(2): 194-208.</p>
14	12/13	網絡	<p>Mark Granvotter. 1985. "Economic Action and Social</p>

15	12/20		<p>Structure: The Problem of Embeddedness.” American Journal of Sociology 91: 481-510.</p> <p>Walter W. Powell. 1990. “Neither Market Nor Hierarchy: Network Forms of Organization.” Research in Organizational Behavior. 12:295-336.</p> <p>Brian Uzzi. 1997. “Social Structure and Competition in Interfirm Networks: The Paradox of Embeddedness.” Administrative Science Quarterly, 42,1:35-67.</p>
16	12/27	組織文化	<p>ORGANIZATIONAL CULTURE in <i>The sociology of organizations: Classic, contemporary, and critical readings</i> / [editor] Michael J. Handel. 2003. Pp.347-350.</p> <p>Gideon Kunda.1992. “Engineering Culture: Control and Commitment in a High-Tech Corporation.” in <i>The sociology of organizations: Classic, contemporary, and critical readings</i> / [editor] Michael J. Handel. 2003. Pp.351-369.</p>
17	1/3	性別與社會化	<p>Kanter, Rosabeth. 1977. Men and Women of the Corporation. New York: Basic. Chapters 6-9</p> <p>公司男女</p>
18	1/10	期末考週	期末報告

**可參考的導論性課本**

周雪光，2003，《組織社會學十講》。北京：社會科學文叢。

W. Richard Scott. 2003. *Organizations: Rational, Natural, and Open Systems*. N.J. : Prentice Hall.