COURSE DESCRIPTION

This Ph.D. seminar is intended to introduce students to the foundational questions and perspectives in research on organizational theory. We will examine organizational research from multiple disciplinary viewpoints (e.g., sociology, economics, political science, etc.), and cover canonical pieces to more contemporary research. Students will be exposed to a set of methodologically diverse approaches, which they will be asked to interrogate and compare. The course will be organized as a doctoral seminar. Our primary activities will include critical discussion of assigned articles and how these relate to our own nascent and ongoing research activities.

COURSE MATERIALS


2. Articles and book selections that I will provide you, or that are readily available to you online. Please check Blackboard (blackboard.rutgers.edu) and your official Rutgers email account regularly.

PLEASE NOTE: I will adjust the required readings and topics from time to time during the term. Other than the one required book, which we will use for sure, please consider the rest of the reading assignments as “draft.”

LEARNING GOALS AND OBJECTIVES

This seminar is targeted to participants who are pursuing research-based academic careers. The primary objective is to survey some of the major theoretical perspectives and issues studied in organization theory research, including both classic and contemporary scholarship and both theoretical and empirical contributions.

One goal is to provide you with the opportunity to gain a solid background in the field, such that it will inform and enrich their own research, whether or not you become an organization theorist.

A second goal is to support you in drafting a paper that incorporates one or more of the topics covered in class with your own research interests and to help you learn in a hands-on manner about review and revision processes.
PREREQUISITES

PhD student in Rutgers Business School or permission of instructor (for PhD students from other disciplines).

ACADEMIC INTEGRITY

Students are responsible for understanding the RU Academic Integrity Policy (http://academicintegrity.rutgers.edu/files/documents/AI_Policy_2013.pdf). I will strongly enforce this Policy and pursue all violations. By remaining in this course, you are agreeing to adhere to the RU Honor Policy: “On my honor, I have neither received nor given any unauthorized assistance on this examination or assignment.” Plagiarism is a serious violation of academic integrity. See business.rutgers.edu/ai for more details.

ACCOMMODATIONS AND SUPPORT SERVICES

Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation: https://ods.rutgers.edu/students/documentation-guidelines. If the documentation supports your request for reasonable accommodations, your campus’s disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the Registration form on the ODS web site at: https://ods.rutgers.edu/students/registration-form. For more information please contact Kate Torres at (973)353-5375 or in the Office of Disability Services in the Paul Robeson Campus Center, in suite 219 or by contactingodsnewark@rutgers.edu.

If you are a military veteran or are on active military duty, you can obtain support through the Office of Veteran and Military Programs and Services: http://veterans.rutgers.edu/

If you are in need of mental health services, please use our readily available services: Rutgers University-Newark Counseling Center: http://counseling.newark.rutgers.edu/

If you are in need of physical health services, please use our readily available services: [Rutgers Health Services – Newark: http://health.newark.rutgers.edu/]

If you are in need of legal services, please use our readily available services: http://rusls.rutgers.edu/

GRADING

Grading will be based primarily on student performance in class participation (50%), final paper (40%), and peer review (10%).

- **Class Participation (50% of grade):** Each participant is required to come prepared to class. Since class discussion is an integral part of the course, absences and lack of preparedness are unacceptable. Preparation will always involve reading and working with all the weekly assignments.
In addition to being prepared to engage in discussion every class, you will also be asked to prepare as discussion initiators for two sessions of the seminar. I will lead the discussions in the first two seminar sessions while everyone else is getting settled; the session assignments will be made during the first class (September 5).

- **Final Paper and Response Letter (40% of grade):** An important part of this course will be your socialization into the journal review process. Therefore, about two-thirds of the way through the semester, your (first draft of a) research paper for this class will be submitted for (not really) double-blind peer review, and you will serve as a reviewer for a classmate's paper. Participants will write a research paper that relates one or more of the topics covered in class to their own research interests. I am flexible as to the format of the paper, because I want it to meet your needs. But it has be about Organization Theory in some non-trivial way. One option is the "front end" of a research paper that defines a research question, reviews and critiques the extant literature, develops a few testable hypotheses, and proposes a method for testing the proposed hypotheses. If you have data and want to do a full paper with analysis and results that's okay, but you are still subject to the page limit. A pure theory paper is also acceptable, as is the development of a dissertation proposal. The body of the manuscript (excluding title page, references, figures, etc.) should not exceed 25 PAGES, double spaced with one inch margins and 12 point times new roman font. Each paper will undergo a “journal review process.” Your final grade will reflect your original and revised paper (incorporating your response to the reviewer's comments) and your written responses to the reviewer explaining how you responded to each comment, including why you may have elected not to adopt a particular suggestion.

- **Review (10% of grade):** You are responsible for providing a quality review of a manuscript submitted to the blind review process. Please keep your review to two, single-spaced pages.

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**COURSE SCHEDULE**

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READING LIST
For students who have a particular interest in any topic, I am happy to provide further reading recommendations.

Session 1 Introduction and Overview of Organization Theory

1. Scott. & Davis Chapter 1

Further Reading

Session 2 Bureaucracy and Other Classical Theories

1. Scott & Davis Chapter 2, 3
2. Weber, M.1978. *Economy and Society*, pp.212-223 (legal authority); 226-231 (traditional authority); 241-249 (charismatic authority); 956-963 (bureaucracy) (Other than section on bureaucracy, read quickly).
3. Taylor, F.W. 1916. *Principles of Scientific Management*, 30-49; 58-97; 118-144 (Note: Read quickly; do not get mired down in details; the idea is to familiarize yourself with Taylor’s main approach and arguments)

Further Reading
Session 3 Carnegie School and Organizational Learning


Further Reading

Session 4 Contingency Theory and Organizational Design


Further Reading

Session 5 Resource Dependence Theory and Power


Further Reading

Session 6 Institutional theory I


Further Reading

Session 7 Organizational Ecology


**Further Reading**

**Session 8 Networks and Social Capital**

**Further Reading**

**Session 9 Organizational Economics**


Further Reading

Session 10 Institutional Theory II


Further Reading

Session 11 Culture


Further Reading


Session 12 Status and Reputation


Further Reading


Session 13 Social Movements


Further Reading

Session 14 Professions and Work


Further Reading