

## **SOCIOLOGY 242: The Sociology of Business and Management**

### **Professor Jack D. Harris, with Brian Young, CIO**

**Class Meetings:** Monday, Wednesday, and Friday 8:00-8:55 a.m., Library 3008

**Office Hours:** Monday, Wednesday, and Friday 9:00-10:00 a.m., Trinity 302 and by appointment, ☎ 789-0438, ✉ harris@hws.edu.

This course provides an applied sociological analysis of the major trends shaping current and future business in the United States and worldwide. We explore the nature of business organization and management, at the micro level in its institutional forms and the business and management environment, at the macro level as it operates within economic and cultural systems, and within a global context. The course will examine these issues in light of demographic effects, ethical concerns, technological innovation, the role of producers and consumers, and the changing role of government. We will use “applied sociology” in achieving a firm understanding of the social structures and processes involved in business and management systems.

**Attendance:** Attendance is required for all class meetings. Students are allowed three absences from class or other scheduled events. Each additional absence lowers your final grade by one full grade.

**Evaluation:** There will be 2-page reaction papers to each book (kept in a journal), two 5 page papers with set titles, and one collaborative field-based case study. Students must register in advance for the grade they seek to earn. To earn a “C” you must demonstrate that you have excellent attendance, and complete all of the assigned reading as evidenced by class discussion and your reaction papers, earning at least a “C” average. You will not be required, nor will you be allowed, to submit formal papers or a project. To earn a “B” you must demonstrate that you have excellent attendance, complete all of the assigned reading as evidenced by class discussion and your reaction papers, and complete two five page formal papers with a “B” average. You will not be expected to complete a field project. To earn an “A” you must demonstrate that you have excellent attendance, complete all of the assigned reading as evidenced by class discussion and your reaction papers, complete two five page formal papers with a “A” average, and submit and present a final collaborative project. Any problems between collaborators must be communicated to the instructor prior to the submission of any work.

**Reaction Papers:** The reaction papers must be organized as follows: Book thesis, summary of the central arguments, and reader’s analytic response.

🌐 **Course Web Site:** The course maintains a web site at <http://courses.hws.edu>. You should already be enrolled and have the course on your menu of course selections.

☑ **Formal Paper Topics:**

**Paper 1:** *Organizational and Economic Contexts Understanding the Paradigm Shift*

**Paper 2:** *Management and Business Challenges: Information, Invention, and Discovery*

**Project:** *Field Case Project: Applying Sociology to Business and Management in the 21<sup>st</sup> Century*

📖 **Required Texts:**

- Drucker, Management Challenges for the 21<sup>st</sup> Century
- Friedman, Lexus and the Olive Tree
- Hammer and Champy, Reengineering the Corporation
- Hatch, Organization Theory: Modern, Symbolic, and Post-Modern Perspectives
- Heifetz, Leadership Without Easy Answers
- Morgan, Images of Organization
- Thurow, The Future of Capitalism

## COURSE OUTLINE

**TOPIC:**

**READ:**

**1. The Global Business Context:**

- The Future of Capitalism and Globalization

Thurow

**2. Organizations:**

- How Organizations Work, and How They are Changing
- Images of Organization
- Reengineering for the 21<sup>st</sup> Century

Hatch

Morgan

Hammer

**3. Management:**

- Changing Management, Managing Change

Drucker

**4. Information:**

- Paradigm Shifts
- Applying Information to Business and Management

Friedman

Handouts

**5. Customers:**

- “The Customer is GOD”

Handouts

**6. Leadership:**

- Personal Leadership
- Organizational Leadership

Heifetz

Handouts

Additional sources from which you are expected to draw for your papers and/or projects:

<a href="#">Bennis</a> , Warren	<u>On Becoming a Leader</u>
Bowman and Deal	<u>Leading With Soul: an uncommon journey of spirit</u>
Chandler, Alfred.	<u>The Visible Hand – The Managerial Revolution in American Business</u>
Cooper, Robert	<a href="#">The Other 90%</a>
Crosby, Philip	<u>Quality is Free</u>
Covey, Stephen	<u>7 Habits of Highly Effective People</u>
Davis and Davidson	<u>2020 Vision</u>
Danaher, Kevin (ed)	<u>Corporations are Gonna Get Your Momma</u>
Donovan, John	<u>Business and Technology</u>
Garson, Barbara	<u>The Electronic Sweatshop: How Computers are transforming the Office of the Future into the Factory of the Past</u>
Heider, John	<u>The Tao of Leadership</u>
Hodson & Sullivan	<u>Social Organization of Work</u>
Leach, William	<u>Land of Desire: Merchants, Power, and the Rise of a New American Culture</u>
Leadbeater, Charles	<u>The Weightless Society</u>
Katzenbach and Smith	<u>The Wisdom of Teams: Creating the High-Performance Organization</u>
Kotter, John	<u>Leading Change</u>
Kouzes and Posner	<a href="#">The Leadership Challenge</a>
Maxwell, John	<u>The 21 Irrefutable Laws of Leadership</u>
Ortega, Bob	<u>In Sam We Trust: The Untold Story of Sam Walton and How Wal-Mart is Devouring America</u>
Ritzer, George	<u>The McDonaldisation of Society</u>
Schaef, Anne Wilson	<u>The Addictive Organization</u>
Sholtes, Peter	<u>The Leader's Handbook</u>
Shorris, Earl	<u>A Nation of Salesmen: The Tyranny of the Market and the Subversion of Culture</u>
Slywotsky and Morrison	<u>The Profit Zone</u>
Zuboff, Shoshana	<u>In the Age of the Smart Machine: The Future of Work and Power</u>