

SOCIOLOGY OF MANAGEMENT - course description

| General information | |
|---------------------|---|
| Course name | SOCIOLOGY OF MANAGEMENT |
| Course ID | 04.0-WZ-P-SMa-S19 |
| Faculty | Faculty of Economics and Management |
| Field of study | WEiZ - oferta ERASMUS |
| Education profile | - |
| Level of studies | Erasmus programme |
| Beginning semester | winter term 2023/2024 |

| Course information | |
|---------------------|---|
| Semester | 2 |
| ECTS credits to win | 5 |
| Course type | obligatory |
| Teaching language | english |
| Author of syllabus | <ul style="list-style-type: none">dr Renata Maciejewska |

| Classes forms | | | | | |
|----------------|--------------------------------|----------------------------|--------------------------------|----------------------------|--------------------|
| The class form | Hours per semester (full-time) | Hours per week (full-time) | Hours per semester (part-time) | Hours per week (part-time) | Form of assignment |
| Lecture | 30 | 2 | - | - | Exam |

Aim of the course

LEARNING OUTCOMES:

By the end of the course student should be able to:

- use methods and techniques of group work
- form desirable interpersonal relations
- estimate the efficiency of subordinates' work
- manage the information
- make a decision
- solve problems in a creative way
- organize personal work and work of subordinates
- manage a change in organizations

Prerequisites

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Scope

During our course we will be focused on following issues:

- Introduction to Sociology of Management
- Organizational structures
- Leadership in organizations;
- Leadership in formal organizations
- Leadership in informal organizations.
- Motivation:
- Emotive intellectuals.
- Conflict in Organizations:
- Sources of conflicts.
- Positive & Negative Consequences of Conflict in Organizations.
- Ways of Managing Conflict in Organizations.
- Management diversity.
- Employees Training and Development
- Learning in Organizations
- Organizational Human Resource Management
- Work Anomie in an Organisation

Teaching methods

- active participation in class

- one essay

- presentation in PPT format

Learning outcomes and methods of theirs verification

| Outcome description | Outcome symbols | Methods of verification | The class form |
|---|-----------------|---|---|
| Students can: - Organizational structures, - Leadership in organizations, - Leadership in formal organizations, - Leadership in informal organizations, - Motivation, - Emotive intellectuals, - Conflict in Organizations, - Sources of conflicts, - Positive & Negative Consequences of Conflict in Organizations, - Ways of Managing Conflict in Organizations, - Management diversity, - Employees Training and Development, - Learning in Organizations, - Organizational Human Resource Management, - Work Anomie in an Organisation. | | <ul style="list-style-type: none">• a project• activity during the classes• an observation and evaluation of activities during the classes• an observation and evaluation of the student's practical skills• an ongoing monitoring during classes | <ul style="list-style-type: none">• Lecture |

Assignment conditions

GRADING POLICY:

The final grades will be given according to the following rule:

- the amount of the received points in the limits:

- 100 % - 75.1 % of total possible points corresponds to the grade 5 (A)
- 75.0 % - 70.1 % corresponds to 4.5 (B)
- 70.0 % - 65.1 % corresponds to 4 (C)
- 65.0 % - 60.1 % corresponds to 3.5 (D)
- 60.0 % - 50.1 % corresponds to 3 (E)
- 50.0 % - 0 % corresponds to 2 (F)

1. Class attendance and participations – students are to attend every class, fully prepared to participate in class discussions and activities 20%
2. Preparing an essay - 60% . Each student will prepare the essay and present some aspect of it to the class and lead the discussion.
3. Preparing of multimedia presentation – 20%. Each student will prepare the multimedia presentation about chosen problems of HRM.

Recommended reading

Alan Price (2007) Human Resource Management in Business Context, 3rd edition, Thomson Learning Press.

Appreciating diversity – cultural and gender issues (2007), edited by Aneta Chybicka and Maria Kaźmierczak, 1ed edition,publisher “Impuls”.

Blanchard K., Johnson S.,(2001), One- minute manager

Blanchard K., Zigarmi P., Zigarmi D., (2008), One-minute manager and leadership: situational leadership and better communication between a supervisor and a subordinate

Blanchard K., Lorber R., (2008), One-minute manager’s techniques in practice

Baumer, E.P. (2007). Untangling research puzzles in merton’s multilevel anomie theory. *Theoretical Criminology*, 11(1), 63–93.

Manderscheid, S.V. & Arichvili, A. (2008). New leader assimilation: Process and outcomes. *Leadership and Organization Development Journal*,29, 661–677.

Mansfield, P. (2004). Anomie and disaster in corporate culture: The impact of mergers and acquisitions on the ethical climate of market organizations. *Marketing Management Journal*,14(2), 88–97.

McCloskey, D. (1976). Durkheim, anomie, and modern crisis. *American Journal of Sociology*, 81(6), 1481–1487.

Messner, S.F. (2003). An institutional-anomie theory of crime: Continuities and elaborations in the study of social structure and anomie. *Cologne Journal of Sociology and Social Psychology*,43, 93–109.

Vaughan, D. (1983). *Controlling Unlawful Organizational Behavior: Social Structure and Corporate Misconduct*.Chicago: University of Chicago Press.

Further reading

Chen, C.& Lee, H. (2007). Effects of transformational team leadership on collective efficacy and team performance. *International Journal of Management and Enterprise Development*, 4, 202–217.

Chen, G.& Bliese, P.D. (2002). The role of different levels of leadership in predicting self- and collective efficacy: Evidence for discontinuity. *Journal of Applied Psychology*,87, 549–556.

Cohen, D.V. (1992a). *The Dynamics of Powerlessness: Explaining Unethical Conduct in Business Organizations*.Paper presented at the 52nd Annual Meeting of the Academy of Management Las Vegas, NV.

Cohen, D.V. (1992b). *Ethical Choice in the Workplace: Situational and Psychological Determinants*.Doctoral dissertation. Columbia University, New York, NY.

Jensen, L. & Wygant, S. (1990). The development of self-valuing theory: A practical approach for business ethics. *Journal of Business Ethics*, 8, 215–225.

Bird, F. & Waters, J. (1987). The nature of managerial moral standards. *Journal of Business Ethics*, 6, 1–3.

Jung, D. & Sosik, J. (2003). Group Potency and Collective Efficacy. *Group Organization Management*, 28, 366–391.

Katz-Navon, T. & Erez, M. (2005). When collective and self-efficacy affect team performance. *Small Group Research*, 36, 437–465.

Notes

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Modified by dr Paweł Szudra (last modification: 30-05-2023 10:57)

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