This course offers a survey of the main theoretical approaches in psychology and sociology that have shaped research on management and organizations. The course covers contemporary as well as classical writings. We will examine the assumptions, the logics, the predictions, and the methodological implications of various theories. The goal is to familiarize the PhD student in management with the vocabulary and the main contributions of social science to applied research on organizations, corporate strategy, human resources, entrepreneurship, and multinational management.

Requirements:

12 papers (1-2 single-spaced pages) for sessions discussing: (a) the main insights in the readings, and (b) some research questions in your specific area of interest within management that use the insights. Papers are due at the beginning of class. Students should read every assigned reading for each meeting, but students will be responsible for outlining and leading the discussion on one of the assigned readings for each meeting, which they should read particularly closely.

1. Sociological Foundations of Management: Behavior in and of Organizations (January 17)


2. Identity and Impression Management within Organizational Systems (January 24)


Goffman, E. 1959 *The Presentation of Self in Everyday Life*


3. Power and Purpose within Organizational Systems (January 31)


4. Values, Ideology, and Action – Who is in Control Here? (February 7)


5. Status within Organizational Systems (February 14)


6. Institutional Embeddedness and Imprinting (February 21)


7. Social Capital and Network Embeddedness (TBA)


