

Sociology of Organisations

Code: 101152
ECTS Credits: 6

Degree	Type	Year	Semester
2500262 Sociology	OT	4	0

Contact

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Use of Languages

Principal working language: catalan (cat)
Some groups entirely in English: No
Some groups entirely in Catalan: Yes
Some groups entirely in Spanish: No

Prerequisites

It is recommended to have taken the course Sociology of Work. In general, it assumes a basic knowledge of the classics of Sociology and sociological currents of the main current.

Objectives and Contextualisation

The subject aims to show the lines of action that companies now follow today, both in their productive aspects of goods and services, as well as in the mechanisms of work organization and work management. It also intends to link this action with the theoretical perspectives on organization that give the company meaning in the mentioned actions. With this, we want to cover the objective of knowing the theoretical foundations that support the analysis of changes in the business and work world, and in particular present data and experiences to contrast these analyzes with the reality of activities and the strategies of the companies.

More specifically, the purpose of the subject is:

- Show the main concepts of use for sociology in the analysis of organizations and companies.
- Know the different sociological approaches to the analysis of the company.
- Analyze the main changes and current trends regarding the processes of restructuring the company as an organization, as well as the framework that conditions its performance.
- Know the current business trends regarding the organization of work and the management of human resources.
- Acquire knowledge and use the main sources of information regarding the contents of the subject.
- Contextualize business activity
- Apply this knowledge to the critical and rigorous analysis of companies
- Have the basic tools to intervene in the business field (human resources management and labor relations,

especially)

- Have the basic skills that allow for autonomous and cooperative work

Competences

- Applying the concepts and approaches of the sociological theory, specially the explanations of social inequalities between classes, between genders and between ethnic groups, to the implementation of public policies and to the resolution of conflict situations.
- Assessing the contributions of sociological approaches to the study of culture, education, interaction between society and environment, social policy, and work.
- Demonstrating a comprehension of the approaches of the sociological theory in its different aspects, interpretations and historical context.
- Describing social phenomena in a theoretically relevant way, bearing in mind the complexity of the involved factors, its causes and its effects.
- Developing critical thinking and reasoning and communicating them effectively both in your own and other languages.
- Developing self-learning strategies.
- Respecting the diversity and plurality of ideas, people and situations.
- Students must be capable of managing their own time, planning their own study, managing the relationship with their tutor or adviser, as well as setting and meeting deadlines for a work project.

Learning Outcomes

1. Comparing the meanings of several theoretical approaches about labour, employment and industrial relations.
2. Comparing the reading of labour, employment and industrial relations from several ideologies of the social reality of Spain and Catalonia.
3. Defining the sociological concepts that interpret labour, employment and industrial relations.
4. Developing critical thinking and reasoning and communicating them effectively both in your own and other languages.
5. Developing self-learning strategies.
6. Distinguishing sociological concepts, as well as the methods and techniques of social investigation commonly used to analyse labour.
7. Distinguishing the underlying relationships of employment, labour and collective bargaining of specific policies or conflicts.
8. Expressing the debates regarding these approaches, that refer to labour.
9. Identifying the social interpretations of work according with these approaches.
10. Identifying the underlying social phenomena of labour policies and conflicts.
11. Relating the concepts, methods and techniques used to analyse labour with general theoretical and methodological debates.
12. Relating the debates regarding these approaches, that refer to labour, with the historical context in which they emerged.
13. Relating them with the debates about capitalism, power and inequality.
14. Respecting the diversity and plurality of ideas, people and situations.
15. Students must be capable of managing their own time, planning their own study, managing the relationship with their tutor or adviser, as well as setting and meeting deadlines for a work project.

Content

I. SOCIOLOGICAL ANALYSIS OF THE COMPANIES ORGANIZATIONS.

-The sociological analysis of organizations. Origin, evolution and object of the Industrial Sociology. Sociology of the Companies and Organizations.

-The company as an organization and social institution.

- The company as an open system. Main elements of the environment and impact on the company.
- The analysis of social relations in the company: consensus and conflict in labor relations.

II. THE CURRENT BUSINESS STRATEGIES BEFORE THE REQUIREMENTS OF THE ENVIRONMENT.

- The process of division of labor. The specialization of tasks: from the industrial revolution to the scientific work organization (OCT) -taylorisme- and fordisme.
- Crisis of the Taylorist-Fordist model: causes and effects on business activity.
- Recomposition of the productive process: technological innovation and flexibility strategies.
- Forms of flexibility in the production and use of labor: internal flexibility and external flexibility.

III. THE PRODUCTIVE STRATEGIES. NEW METHODS OF PRODUCTION AND ORGANIZATION OF THE COMPANIES

- Technical innovation as a factor of flexibility and transformations in work and the organization of the companies.
- Technical innovation and debate qualification / disqualification
- New business strategies and new methods of production. Productive decentralization and rediscovery of the small business. Outsourcing and relocation of production. Strategies of networks, industrial districts and division of labor between companies.
- Flexible specialization and toyotisme ("lean production"): business paradigms alternative to Fordism?

IV. BUSINESS STRATEGIES AND NEW WORKING AND MANAGEMENT ORGANIZATION FORMS OF LABOR

- New forms of organization of work: extension and enrichment of tasks, functional mobility, group work, etc. Experiences and limits.
- New forms of manpower management. The "organic" model and the revaluation of human resources.
- Quality, technological innovation and involvement at work. Quality circles
- Productive and organizational changes and new qualification needs at work. The importance of training in the company.

V. THEORETICAL SUPPORT OF CHANGES IN ORGANIZATION AND MANAGEMENT: PERSPECTIVES ON ORGANIZATION AND COMPANY

- The "Scientific Labor Organization" as a support of the "mechanic" Taylorist-Fordist model.
- The school of "Human Relations": criticism or complement to Taylorism ?. The formal and informal aspect of the organization.
- The models of motivation at work.
- The supports of the "organic" model: The socio-technical perspective. The new management and participation

in the company.

VI (CONCLUSIONS). LIMITS OF ORGANIZATIONAL AND MANAGEMENT CHANGES IN THE COMPANIES.

- "Culture of the company" and strategies of involvement. The social responsibility of the company and its mechanisms
- The importance of training. Qualification and training in the various groups of workers (men, women, young people, adults ...): recalification and dualization strategies.
- Discourse and realities: Implication and participation versus integration and subordination.

Methodology

The objectives of the subject will be reached from the combination of the theoretical sessions with work methodologies that imply the active participation of the students. It is about promoting autonomous learning, teamwork, critical reasoning, as well as the ability to define and solve problems that have to do with organizational and labor dynamics in companies.

The theoretical sessions represent around 70% of the face-to-face sessions. The remaining 30% corresponds to the presentation and discussion of the texts provided in the Dossier, as well as the follow-up of the group work and the final presentation of said work.

Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Class discussion	9	0.36	8, 12
Individual and Collective Tutorials	12	0.48	5, 6
Presentations Student	7	0.28	2, 4, 9, 12
Presentations Teaching	24	0.96	
Work in group	5	0.2	
Type: Supervised			
Documentation and Bibliography	5	0.2	1, 11, 12
Work in group	15	0.6	5, 15, 11
Type: Autonomous			
Analysis of case study Work in group	25	1	4, 7, 15, 11
Personal study	23	0.92	
Search for information	25	1	5, 15, 10

Assessment

The assessment responds to the mode of continuous, individual and group assessment

I) Group evaluation

The group assessment aims to capture the ability to work in workteams, apply to the reality of a company or organization the theoretical concepts, as well as the capacity for synthesis in oral and written expression. During the course there will be a practical work (in groups of up to 3 people), on the field of the company. Its represents the 50% on the final note. The work will be presented in the last class sessions and will be delivered in writing on the last day of class.

Work will not be accepted out of time.

II) Continuous and individual evaluation

30% of the final mark is derived from the individual continuous assessment, carried out from the active participation in the classes and from the exhibitions and discussion of the texts in the reader's dossier.

20% of the final mark comes from an individual written test (exam). It will be necessary to reach a minimum of 3.5 out of 10 in this test in order to pass the subject

Those students who have not submitted any of the assessment, either in their individual or group mode, will be considered not presented

RECOVERY.

It will be possible to improve the group work until the recovery date set by the Faculty. Likewise, on this date, a new test will be carried out for people who have not obtained the minimum grade required in the previous exam.

In accordance with article 117.2 of the UAB Academic Regulations, the evaluation of those students who have been enrolled before may consist of a single synthesis examination. The students who wish to be evaluated this way should contact the professor at the beginning of the semester.

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Individual Exam	20%	0	0	1, 3, 4, 6, 7, 10, 9, 13
Participation in Class	10%	0	0	2, 7, 8, 10, 9, 14
Presentation and Discussion Texts	20%	0	0	1, 3, 4, 12, 13
Work in group	50%	0	0	5, 4, 6, 15, 10, 11

Bibliography

BIBLIOGRAFIA

Com a text orientatiu del conjunt del programa es recomana: Fernández, C.J.; Ibáñez. R. i Romero, P. (2012), Sociología de la Empresa, el Trabajo y las Organizaciones, Madrid, Ed.Grupo 5.

Es disposarà, a més, d'un dossier de lectures en forma de fotocopies pels diversos temes, que seran presentats a classe per parts dels estudiants. En el programa que es facilita als estudiants també s'hi detalla bibliografia específica per cada tema, que és la següent:

TEMA I.

- BONAZZI, G. (1994), *História del pensamiento organizativo*, Vic, Eumo.
- EDWARDS, P.K. (1990): *El conflicto en el trabajo. Un análisis materialista de las relaciones laborales en la empresa*, Madrid, Ministerio de Trabajo.
- HYMAN, R. (1981): *Relaciones industriales*, Madrid, Blume.
- INFESTAS, A. (2013), *Sociología de la Empresa*, Pamplona, Amaru .
- LAHIRE, B. Y OTROS (2005): *Lo que el trabajo esconde. Materiales para un replanteamiento del análisis sobre el trabajo*, Madrid, Ed. Traficantes de sueños.
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- RODRÍGUEZ, O. (2011), "Historia del managerialismo en España", en González, M. *et.al.* (coords.), *op.cit.*.

TEMA II.

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- CORIAT, B. (1983): *El taller y el cronómetro*, Madrid, Siglo XXI.
- FINKEL, L. (2001), *La organización social del Trabajo*, Madrid, Pirámide.
- FODEN, D. i JONES, R. (dirs.) (1997): *Jobs first: Trade unions and the modernisation of the labour market*, Bruxelles, ISE.
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- RITZER, G. (1996), *La MacDonzalicación de la Sociedad*, Barcelona, Laia.
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TEMA III.

- AAVV (1991): "¿Neofordismo o especialización flexible?", a *Sociología del Trabajo* (monogràfic, extra).
- AAVV (2016): "¿Una nueva revolución industrial?. Economía digital y trabajo, a *Gaceta Sindical*, monogràfic nº 27.
- ALONSO, L.E. i FERNÁNDEZ, C.J. (2011), "El debate sobre la flexibilidad laboral", en González, M. *et.al.* (coords.), *op.cit.*
- ARNTZ, M., GREGORY, T. i ZIERHAN, U. (2016), *The Risk of Automation for Jobs in OECD Countries, A Comparative Analysis*, aOECD Social Emploment and Migration Workin Papers nº 189, París, OECD Publishing.

- CORIAT, B. (1994): Pensar al revés: trabajo y organización en la empresa japones
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- LOPE, A. (1996): Innovación tecnológica y cualificación: la polarización de las cualificaciones en la empresa, Madrid, Consejo Económico y Social.
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TEMA IV.

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- GRUP D'ESTUDIS SOCIOLOGICS SOBRE LA VIDA QUOTIDIANA I EL TREBALL ("QUIT") (2000): ¿Sirve la formación para el empleo?, Madrid, Consejo Económico y Social.
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TEMA V.

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TEMA VI (CONCLUSIONS)

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