

POLI ESCOLA SUPERIOR TECNOLOGIA GESTÃO TÉCNICO GUARDA	SUBJECT DESCRIPTION	MODELO PED.013.03
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<i>Course</i>	Human Resources Management					
<i>Subject</i>	Sociology of Organizations					
<i>Academic year</i>	2023-2024	<i>Curricular year</i>	1st	<i>Study period</i>	1st semester	
<i>Type of subject</i>	Compulsory	<i>Student workload (H)</i>	Total: 112	Contact: 60	<i>ECTS</i>	4
<i>Professor(s)</i>	Maria de Fátima Saraiva da Silva Costa Bento					
<input checked="" type="checkbox"/> <i>Area/Group Coordinator</i> <input type="checkbox"/> <i>Head of Department</i>	(select)	Carlos Francisco Lopes Canelas				

PLANNED SUBJECT DESCRIPTION

1. LEARNING OBJECTIVES

Understand the contributes of sociological perspective of the organizations, in global and integrated perspective. Describing the analytical paradigms more representative of the organizations.

2. PROGRAMME

1. Global view of the organizations
 - 1.1. Organizations – Basic processes
 - 1.2. Structure, objectives and affinity between workers
 - 1.3. Analysing and intervention levels: individual, groups and organizations.
 - 1.4. Analysing, structure, strategic, institutional and social relations in a global view.
2. Organizations like a social system
 - 2.1. Organizations such as reconciliation of interests
 - 2.2. Organizations as overlapping systems
 - 2.3. Organizations as relational streams
3. The classical approach
 - 3.1. Taylor and work Taylorized
 - 3.2. Scientific organization of work
 - 3.3. Critical evaluation of the theory of scientific organization

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- 3.4. The work of Fayol.
- 3.5. Organization theory
- 3.6. Elements and principles of organization
- 3.7. Critical evaluation of the classical theory

- 4. The humanistic approach
 - 4.1. The school of human relations
 - 4.2. Elton Mayo and the Hawthorne experience
 - 4.3. Implications of the theory of human relations
 - 4.4. Critical evaluation of human relations theory

- 5. The Structuralist Approach
 - 5.1. Bureaucratic model of organization
 - 5.2. The bureaucratic model of M. Weber - its features.
 - 5.3. Bureaucratic dysfunction - vicious cycles of bureaucracy (Merton)
 - 5.4. Strategic analysis of M. Crozier
 - 5.5. Critical evaluation of the theory of bureaucracy
 - 5.6. To organizational analysis. The society organizations
 - 5.7. Types of organizations
 - 5.8. Objectives, environmental and organizational conflict
 - 5.9. Critical evaluation of structuralism

- 6. The systemic approach
 - 6.1. General systems theory (V. Bertalanfly)
 - 6.2. The organization as an open system
 - 6.3. Models of organizations: Katz and Kahn model and the Tavistock sociotechnical model
 - 6.4. Critical evaluation of systems theory
 - 6.5. Theory of organizational development
 - 6.6. Changes and organization - organization and organizational culture.
 - 6.7. Critical evaluation of organizational development

- 7. Contingency theory
 - 7.1. Environment - interdependence between the organization and the environment
 - 7.2. Technology

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- 7.3. Organizational efficiency
- 7.4. Critical evaluation of contingency theory

- 8. The cultural approach in organizations
 - 8.1. Cultural dynamics of organized sets
 - 8.2. National and organizational cultures

3. COHERENCE BETWEEN PROGRAMME AND OBJECTIVES

The curricular unit – Sociology of Organizations – aims to provide trainees with a global and coherent view of the contribution of the sociological perspective in the analysis of organizations. From the beginning, the aim is to develop critical sensitivity and constant problematization in relation to knowledge and daily experiences of social reality. In this way, firstly, some pertinent sociological notions and approaches within the framework of organizations are identified. Next, we examine, from the double perspective of observatory and laboratory, and the methodologies used for this purpose, the functioning of organizations in a global and integrated way and the most representative analytical paradigms of organizations.

MAIN BIBLIOGRAPHY

- Ferreira, J.; Neves, J.; Abreu, P. e Caetano, A. (2004). *Psicossociologia das Organizações*. Lisboa: McGraw-Hill de Portugal.
- Ortsman, O. (1984). *Mudar o Trabalho*. Lisboa: Fundação Calouste Gulbenkian.

Recommended Bibliography

- Bernoux, P. (s/d). *Sociologia das Organizações*. Porto: Rés.
- Camara, P. B. (1997). *Organização e Desenvolvimento de Empresas*. Lisboa: Publicações Dom Quixote.
- Chambel, M. J. e Curral, L. (1995). *Psicossociologia das Organizações*. Lisboa: Texto Editora.
- Chiavenato, I. (2004). *Teoria Geral da Administração*. São Paulo: Campus.

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Freire, J. (1993). *Sociologia do Trabalho: Uma Introdução*. Porto: Edições Afrontamento.

Mintzberg, H. (1995). *Estrutura e Dinâmica das Organizações*. Lisboa: Publicações Dom Quixote.

Rosa, L. (1992). *Sociologia de Empresa: Mudança e Conflito*. Lisboa: Editorial Presença.

Sainsaulier, R. (2001). *Sociologia da Empresa: Organização Cultura e Desenvolvimento*. Lisboa: Instituto Piaget.

4. TEACHING METHODOLOGIES (INCLUDING EVALUATION)

The central methodology to be applied aims to introduce students to the theoretical-practical dimensions of the issues to be addressed, instilling a global and coherent view of knowledge within the scope of Sociology of Organizations. We will encourage individual intervention and initiative, as well as collective reflection. Among the methodologies used, we highlight: expository/interactive lessons, individual and group work, encouraging research and individual and collective reading of the available documentation on the proposed contents. We will use texts of different origins as learning resources for reflection and discussion, as well as multimedia supports.

The summative dimension of continuous assessment is defined through the following elements: 1. Bibliographical research work, carried out in groups, with presentation and discussion of the same 40% (8) - Until the end of classes in the 1st semester; 2. Oral and written summaries prepared during classes 10% (2) - Classes; 3. Written Frequency 50% (10) carried out on a date to be agreed with the students, 100% (20).

5. COHERENCE BETWEEN TEACHING METHODOLOGIES AND OBJECTIVES

Through the presentation of the contents of the curricular unit carried out by the teacher, the results of research and analysis in various sources and the respective individual and collective reflection on them during the teaching sessions (contact hours), trainees acquire

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and develop the skills of integration, critical analysis and mobilization of the set of information and knowledge available to understand organizations/work/employment as a social phenomenon, from the perspective of full citizenship. Through group work, the aim is for trainees to improve their cooperative, communicational, interrogative and argumentative skills, which are essential for an effective appropriation of the production collection in the sociology of organizations and for the training of future graduates in Management. Human Resources.

6. CONTACTS AND OFFICE HOURS

E-mail: fbento@ipg.pt ESECD – Gab. 1.1 telephone: 271 220135 (ext. 5205)

Monday – 16-18h

Tuesday – 14h 30m – 17h 30m

Wednesday – 12h 30m – 13h 30m

DATE

18 September 2023