Course Plan SO7420

Sociological Perspectives on Organization and Leadership (7.5 ECTS)
Course Teacher: Linda Weidenstedt
Autumn term 2018 (5/11 – 18/12 2018)

1. General information

The course is a 7.5 ECTS credits course in sociology at the advanced level. All lectures and seminars will be held in English.

This master’s level course aims to introduce advanced students with a background in personnel, working life, and organizations studies to a range of sociological theories, concepts and empirical studies in the field of organizations, leadership and labor markets. We review, analyze, and discuss theories relating to the macro level (the labor market), the micro level (individuals, employers/employees, interaction, leadership), and the meso level (organizations), as well as how these different levels are interconnected. Students will prepare seminars in which the literature and its relevance for practice is discussed.

The course is organized as a sequence of lectures, held by experts in the different fields, and student-led seminars in connection with each lecture.

2. Intended learning outcomes

Upon completion of this course, students should be able to:

- describe and analyze the differences between common organizational theories and institutional perspectives;
- define and apply key terms and concepts of institutional-, network-, and organization theory to analyze phenomena and processes related to organizations, leadership and labor market;
- describe and critically analyze different leadership- and management models from a sociological point of view;
- explain how social stratification processes by dimensions such as gender, class, and ethnicity may arise within organizations and the labor market, and to analyze the impact these processes can have on organizations and society at large.
3. Teaching and learning activities

Teaching is conducted through lectures and student-led seminars. Students are expected to do the following:

- Complete assigned reading before each class meeting
- Prepare questions for at least one seminar and lead the discussion
- Participate actively in seminar discussions
- Complete written assignments

The course consists of 12 lectures. Ten of the lectures (á ca 60 minutes) are followed by a 90 minutes seminar (=10 seminars in total). Lectures are held by experts in the different fields, while seminars are held by students. Each student must prepare at least one seminar, which includes reading the assigned literature in advance, writing a short assignment on the literature, developing topics and questions for discussion, and organizing and managing the discussion with the class. More information on the seminars will be provided at course start.

Lecturers:

- On matters relating to the course in general, examination etc:
  Linda Weidenstedt: linda.weidenstedt@sociology.su.se

- On matters regarding particular lectures:
  Magnus Bygren: magnus.bygren@sociology.su.se
  Tina Forsberg Kankkunen: tina.kankkunen@sociology.su.se
  Hernan Mondani: hernan.mondani@sociology.su.se
  Magnus Nermo: magnus.nermo@sociology.su.se
  Åke Sandberg: ake.sandberg@sociology.su.se
  Linda Weidenstedt: linda.weidenstedt@sociology.su.se
  Rebecca Ye: rebecca.ye@sociology.su.se
## Schedule

<table>
<thead>
<tr>
<th>#</th>
<th>Time &amp; Place</th>
<th>Lecturer</th>
<th>Title of lecture</th>
<th>Literature</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>5 Nov 13:00 – 15:00 D307</td>
<td>Linda Weidenstedt</td>
<td>· Introduction to the themes of the course, practical issues</td>
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<tr>
<td>2</td>
<td>12 Nov 9:00 – 11:30 F339</td>
<td>Rebecca Ye</td>
<td>· Organizational forms, organizational change · Student-led seminar</td>
<td>· Ahrne &amp; Brunsson 2011  · Rao et al. 2000</td>
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<td>3</td>
<td>12 Nov 13:00 – 15:30 D255</td>
<td>Linda Weidenstedt</td>
<td>· Organization theories · Student-led seminar</td>
<td>· Hannan &amp; Freeman 1977 · Tosi &amp; Slocum 1984</td>
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<tr>
<td>4</td>
<td>19 Nov 9:00 – 11:30 B487</td>
<td>Hernan Mondani</td>
<td>· Network analysis and organizational dynamics · Student-led seminar</td>
<td>· Cross et al. 2002  · Borgatti et al. 2003</td>
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<td>5</td>
<td>19 Nov 13:00 – 15:30 B487</td>
<td>Linda Weidenstedt</td>
<td>· Communication, employee voice, and power · Student-led seminar</td>
<td>· Hyman 2018  · Al-Fedaghi 2012  · Weidenstedt 2016</td>
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<tr>
<td>6</td>
<td>27 Nov 13:00 – 15:30 F487</td>
<td>Tina Forsberg Kankkunen</td>
<td>· Gender and leadership in organizations · Student-led seminar</td>
<td>· Due Billing 2011  · Ridgeway 2001  · West &amp; Fenstermaker 1995</td>
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<tr>
<td>7</td>
<td>30 Nov 9:00 – 11:30 F397</td>
<td>Tina Forsberg Kankkunen</td>
<td>· Professionalism, control, leadership · Student-led seminar</td>
<td>· Agevall &amp; Olofsson 2014  · Davies 1996  · Evetts 2009</td>
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<tr>
<td>8</td>
<td>4 Dec 13:00 – 15:30 E397</td>
<td>Magnus Nermo</td>
<td>· Class in contemporary society · Student-led seminar</td>
<td>· Breen 2010  · Davis &amp; Moore 1945  · Tåhlin 2007</td>
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<tr>
<td>9</td>
<td>11 Dec 9:00 – 11:30 F3154 (Caserummet)</td>
<td>Magnus Bygren</td>
<td>· Gender and ethnic stratification in the labor market · Student-led seminar</td>
<td>· Arai et al. 2016  · Bygren et al. 2017  · Ferguon 2013  · Heath et al. 2008</td>
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<tr>
<td>10</td>
<td>12 Dec 9:00 – 11:30 F255</td>
<td>Rebecca Ye</td>
<td>· Emerging occupations · Student-led seminar</td>
<td>· Ye 2018  · Fayard et al. 2017</td>
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<tr>
<td>11</td>
<td>18 Dec 9:00 – 11:30 E319</td>
<td>Åke Sandberg</td>
<td>· Conflicting institutional logics in organizations: the case of Volvo · Student-led seminar</td>
<td>· Boglind 2013  · Sandberg 2007  · Sandberg &amp; Movitz 2013</td>
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<tr>
<td>12</td>
<td>18 Dec 13:00 – 15:30 F299</td>
<td>Linda Weidenstedt</td>
<td>· Summary, questions, and take-home exam</td>
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5. Assessment

To pass the course, students must:

a) **attend** at least 6 of the 10 student-led seminars;
b) **prepare** at least one of the student-led seminars;
c) **complete** the written assignment for the seminar(s) the student is preparing;
d) get **grad P** (see below) on seminar-assignments b and c;
e) get **grade E** or higher (A-D) on the take-home exam.

5.1 Seminar-assignments

Each student is required to participate in the preparation and management of at least one of the course's ten student-led seminar sessions. This is typically done in groups of at least two students. Overseeing a seminar involves two different tasks:

(1) reading and examining the literature critically in advance and preparing questions for discussion in the class – both regarding the literature itself, and in terms of the literature's relevance for HRM practice.

(2) writing a short assignment on the literature: Each group in charge of preparing a seminar collectively writes a memo (approx. 1000 words), summarizing the main points of their reading of the literature and stating the questions they've come up with for class discussions. The memo together with the students' performance during the student-led seminar is graded on the following scale: Fail (F), Pass (P) [equivalent to U, G in Swedish].

The memo with summaries and discussion questions is due two days before the seminar and will be submitted via Mondo.

5.2 Take-home exam

The course is additionally assessed through a written take-home exam, consisting of 3-4 questions, of which one or more will relate to a case study that students will receive together with the exam. The questions will be answered in the form of short essays. The total word-count of the essays should not exceed 3000 words, excluding references. Each essay is graded on a scale from A to F (see below for criteria). Component grades are summed up to a final grade.

The take-home exam must be uploaded on Mondo no later than

January 20, 2018 at 10am.
The take-home exam is evaluated according to the following standard reference criteria, based on how well students accomplish the intended learning outcomes (outlined above):

**A= This grade is earned when the student demonstrates his/her ability to apply a specific theory to a particular problem in a sophisticated, reflexive, coherent, consistent, and logical way. The student can analyze both advantages and limitations of the selected theory. The student can accurately compare, contrast, and critically evaluate different theoretical approaches to the problem.**

**B= This grade is earned when the student demonstrates his/her ability to apply a specific theory to a particular problem in a coherent and consistent way but may lack a sophisticated or reflexive understanding of the underlying principles. The student can analyze both advantages and limitations of the selected theory but may place more emphasis on one or the other. The student can accurately compare, contrast, and critically evaluate different theoretical approaches to the problem.**

**C= This grade is earned when the student demonstrates his/her ability to apply a specific theory to a particular problem in a coherent way but lacks a sophisticated or reflexive understanding of the underlying principles. At a basic level, the student can explain the advantages and limitations of the selected theory but may place more emphasis on one or the other. The student can compare and contrast different theoretical approaches to the problem but may show limits with critical evaluation.**

**D= This grade is earned when the student has some difficulty demonstrating his/her ability to apply a specific theory to a particular problem in a coherent way. The student can explain some of the advantages and limitations of the selected theory but may also include inaccuracies and weak understanding. The student cannot accurately compare and contrast different theoretical approaches to the problem and cannot sufficiently critically evaluate them.**

**E= This grade is earned when the student has considerable difficulty demonstrating his/her ability to apply a specific theory to a particular problem in a coherent way. The student can explain some of the advantages and limitations of the selected theory but may also include inaccuracies and weak understanding. The student cannot accurately compare and contrast different theoretical approaches to the problem and cannot sufficiently critically evaluate them.**

**Fx= This grade is earned when the student cannot complete the work assigned for the course. The student cannot apply a specific theory to a particular problem in a coherent way. The student cannot explain the advantages and limitations of the selected theory without inaccuracies. The student cannot accurately compare and contrast different theoretical approaches to the problem and cannot sufficiently critically evaluate them.**

**F= This grade is earned when the student cannot complete the work assigned for the course. The student cannot apply a specific theory to a particular problem in a coherent way. The student cannot explain the advantages and limitations of the selected theory without inaccuracies. The student cannot accurately compare and contrast different theoretical approaches to the problem and cannot sufficiently critically evaluate them.**

**Note: Grade E is needed to pass the course.** Fx indicates that the student is offered the opportunity to upgrade his/her course work as long as the course is provided in order to achieve at least E grade. A student with E grade is not entitled to redo course work to raise his/her grade. Students who receive Fx or F on course work twice from the same instructor can request to be evaluated by another instructor. Such a request should be sent to the Director of Studies. Students can request to have course work according to this syllabus up to three semesters after it ceases to be valid. Such a request should be sent to the Director of Studies.
6. **Plagiarism**

Plagiarism is strictly prohibited and may result in suspension from the University. The Department of Sociology reports all suspected cases of plagiarism to the University's disciplinary committee. Plagiarism means that you copy someone else's text or ideas without referring to the source. In an academic text, it is very important to be able to distinguish the author's own ideas from someone else's. There is nothing wrong in telling what others have written on the subject—quite the contrary—but you must make it clear to the reader whose ideas you are referring to. To avoid plagiarism, it is better that you refer too much than too little.

7. **Course literature (required reading)**

Articles can be downloaded with an SU-account. If you encounter problems with downloading articles, please see this instruction:

http://su.se/english/library/search-use/remote-access#Remote

In the event of problems with your university account, contact helpdesk@it.su.se.


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Reference literature (recommended reading) for classes 6 and 7


