

Course Unit: **923826 - Sociology of Organizations**

Year 2 Semester 2 ISCED Code: 312 ECTS: 4

Type of Course Unit: Compulsory Delivery Mode: Face-to-face Language of Instruction: Portuguese

COURSE COORDINATOR: Maria Inês de Campos de Sousa Faria

HOURS OF WORK

TOTAL HOURS	Contact Hours								Hours in autonomous work
	Theory	Theory and practice	Practical and laboratory work	Field work	Seminar	Internship	Tutorial guidance	Other	
100		45							55

Prerequisites (if applicable): <<Max 500 characters with spaces>>

LEARNING OUTCOMES (knowledge, skills and competence)

1. Understand the organization as a social system, whose operation influences the behavior of the actors in it are inserted, with implications for productivity and quality.
2. Understand organizations as social constructions properly contextualized within a given environment subject to market laws of global society;
3. Identify and understand the factors that shape change and resistance to it in organizations;
4. Understand and acquire instruments (theories, methods and techniques) necessary to analyze the structure and organizational dynamics in order to foresee an insertion and intervention in the technical capabilities of social work contribute to the development of the organization

CONTENTS

1. The Sociology of Organizations: study object, real and epistemological frameworks.
2. Organizational Theories: the historical reality to scientific explanation.
3. Individuals and groups in organizations: organizational behavior.
4. Organizations and its Internal and External Environment.
5. Change, Intervention and Organizational Development

DEMONSTRATION OF THE CONTENTS COHERENCE WITH THE COURSE UNIT'S LEARNING OUTCOMES

1. The Sociology of Organizations: study object, real and epistemological frameworks / Objectives 1 and 4.
2. Organizational Theories: the historical reality of scientific explanation / Objectives 2 and 4.
3. Individuals and groups in organizations: organizational behavior / Objective 1 and 3.
4. Organizations and its External and Internal Environment / Objective 1, 2 and 3.
5. Change, Intervention and Organizational Development / Objective 2, 3.

TEACHING METHODOLOGIES

The theoretical and practical nature of the course provides the exploration of methodologies and diverse teaching and learning strategies. Each syllabus will be explored articulating methodologies teacher-centered (lectures, organization, orientation) with methodologies student centered (documentary analysis, investigation, inquiry, discussion / debates) enhancing the active

participation of the students as in construction of their learning

DEMONSTRATION OF THE COHERENCE BETWEEN THE TEACHING METHODOLOGIES AND THE LEARNING OUTCOMES

The theoretical and practical nature of the course provides the exploration of methodologies and diverse strategies of teaching - learning.

Each syllabus will be explored articulating methodologies teacher-centered (exposure, organization, guidance) - Objectives 3 and 4; with methodologies centered on / the student / the (documentary analysis, investigation, inquiry, discussion / debates) - Objectives 1, 2 and 3

EVALUATION METHODS

Periodic: Individual written test 1(40%) + Individual written test 2 (40%)+ group work (20%) .

Final: Exam (100%).

MAIN BIBLIOGRAPHY

Abo, Tetsuo (1994) (Ed.) Hybrid Factory: The Japanese Production System in The United States, Oxford, Oxford University Press

Beardwell, Ian; Holden, Len & Claydon, Tim (2004) (eds.). Human Resource Management: a Contemporary Perspective, 4th Edition. Financial Times/Prentice Hall.

Cascio, Wayne. (1998) Managing Human Resources: Productivity, Quality of Work Life, Profits, 5th ed., New York, McGraw-hill

BERNOUX, P. (1995). Sociologia das Organizações. Porto: Rés Editora.

CARDOSO, L. (1997). Gestão Estratégica das Organizações. Lisboa: Ed. Verbo.

CROZIER, M.; FRIEDBERG, E. (1997). L'acteur et le Système. Paris : Seuil.

DRUCKER, Peter (1996). A Gestão numa Época de Grande Mudança: Lisboa. Difusão Cultural.

HOFSTEDE, G.(1997). Culturas e Organizações: compreender a nossa programação mental. Lisboa: Sílabo.

MINTZBERG, Henry (1995). Estrutura e Dinâmica das Organizações. Lisboa: D. Quixote

Year of implementation: 2016/2017 | Date of approval by the Technical-Scientific Board: 2015-09-01