

## **Complex Organizations**

### **SO 275**

Dr. James Ravelle

Office Hours: Mondays and Wednesdays: 03:30-04:30 PM

Thursdays and Tuesdays: 09:20-10:20 AM

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***OBJECTIVES:*** The purpose of this class is to examine the theory, practice and dynamics in the function of the management of complex organizations. Particular emphasis will be placed on these issues as they apply to human services and public service organizations.

***ATTENDANCE AND PARTICIPATION:*** All students are expected to attend class and participate in class discussion. Failure to attend class on three or more occasions for any purpose automatically disqualifies the student from the possibility of receiving the highest participation grade.

***WITHDRAWAL AND PLAGIARISM:*** The rules of the college as they apply to withdrawal from the course and plagiarism will be strictly followed. Students are encouraged to consult the college handbook for details of these policies.

***METHOD OF EVALUATION:*** Three exams will be given. Exams are non-cumulative. In addition to the exams, class members will be given the opportunity to prepare a class project or paper on an extra credit basis. Grades will be based on exams, the group project and participation according to the following scale:

80% Exams

20% Class Participation

Make-up exams will not be given unless the student can prove serious illness resulting in hospitalization or death in their immediate family. The burden of proof is on the student to demonstrate the above. Minor illnesses, fatigue, vacation plans, death of pets, and distant relatives are not excuses unless the Dean of the College permits dismissal for these reasons.

***BLACKBOARD:*** It is my intention to use the Blackboard online system as an instructional tool this semester. When operable, students will be able to download and print the syllabus, class assignment, outlines for class and challenge cases. Students will also be able to chat with me in real time about class matters and more easily contact me at other times. Greater facilitation of group work may also be a byproduct of this process.

***REQUIRED TEXTS AND MATERIALS:*** The following book is required and is available for purchase at the Moravian College Bookstore: ***Complex Organizations*** by George Perrow third edition.

## Schedule of Assignments

01/16	Introduction to Organizational Theories
01/18	Anglo-American Theories; Theory X and Y
01/23	Anglo-American Theories: Theory W
01/25	Comparative Theories: World Systems
01/29	Comparative Theories: Theory J and Z
01/31	Why Bureaucracy: Perrow, Chapter 1
02/06	Managerial Ideologies: Perrow, Chapter 2
02/08	The Human Relations Model Revisited: Perrow, Chapter 3
02/13	The Neo-Weberian Model: Perrow Chapter 4
02/15	Continue with the above
02/20	The Institutional School, Perrow, Chapter 5
02/22	Economic Theories of Organizations, Chapter 7
02/27	Exam #1
03/01	Constitution of Groups and Discussion of Group Projects
03/05	No Class - Spring Break
03/07	No Class - Spring Break