

Moravian College
Department of Sociology
Sociology 275: Complex Organizations

Instructor: Dr. James Ravelle

Office: PPHAC 312

Office Phone: (610) 861-1378

Office Hours: 1:15 PM to 2:15 PM on Tuesdays and Thursdays
3:30 PM to 4:30 PM on Mondays and Wednesdays
Or by Appointment

Instructor Phone: 610-861-1378

Instructor e-mail: mejjr01@moravian.edu

Prerequisites:

- * Sophomore, Junior or Senior Standing and
- * Sociology 115 or permission of the Instructor

Course Objectives:

The purpose of this course is to examine the theory, practice and dynamic in the function of the management of complex organizations. Particular emphasis will be placed on this issue as they apply to human services and public organizations.

Requirements and Methods of Evaluation:

There are four requirements to successfully complete this class:

- * You will be expected to attend and participate regularly in class (See Attendance and Participation Policy below)
- * You will be expected to read the homework assigned to you, whether in the book or by handout.
- * You will be expected to participate in at least two (2) team presentations and as part of two (2) response teams.
- * You will be expected to take all three (2) exams at the times at which they are scheduled.

Grading:

Component	Weight
Class Participation.....	20%
Exams and Presentations.....	80%

Attendance Policy:

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 and will result in an automatic diminution of your grade by one level. **IN OTHER WORDS FOR EVERY 3 ABSENCES YOUR GRADE WILL DECLINE BY ONE LEVEL.**

Academic Honesty Policy:

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.

Other Useful Information:***Make-Up Exams.***

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.

Required Text and Materials:

The following book is required and is available for purchase at the Moravian College Bookstore: ***Complex Organizations***; by Charles Perrow, 3rd edition.

Blackboard:

I will be using the Blackboard online system as an instructional tool. Students will be able to download and print the syllabus, class assignments, and outlines for class and challenge cases. You 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.

Schedule of Assignments
(All Assignments refer to Perrow unless otherwise noted)

01/19	Introduction to Organizational Theories
01/21	Anglo-American Theories: Theory X and Y
01/26	Anglo-American Theories: Theory W
01/28	Comparative Theories: Looking at World Systems
02/02	Comparative Theories: Theory J and Z
02/04	Why Bureaucracy - Chapter 1
02/09	Managerial Ideologies - Chapter 2
02/11	The Human Relations Model Revisted – Chapter 3
02/16	The Neo-Weberian Model – Chapter 4
02/18	The Institutional School – Chapter 5
02/23	Economic Theories of Organization – Chapter 7
02/25	Exam #1
03/02	Spring Break – No Class
03/04	Spring Break – No Class