

SYLLABUS

M.A. Sociology (Semester-II)

SOC O 922 : Organizational Theory and Behaviour

PANJAB UNIVERSITY, CHANDIGARH

Objective

The course provides (a) an introduction to the concept of organization; (b) discusses the various theoretical approaches to organizations; (c) familiarizes the student with the concepts of organizational ideologies and culture; and (d) focuses on the behavioural dimensions in organizations.

INSTRUCTIONS FOR THE PAPER-SETTER AND THE CANDIDATES

- (i) The theory question paper will be of 80 marks and 20 marks will be for internal assessment. Duration of the paper will be 3 hours.
- (ii) For private candidates, who have not been assessed earlier for internal assessment, the marks secured by them in theory paper will proportionately be increased to maximum marks of the paper in lieu of internal assessment.

The paper setter must put note (ii) in the question paper.

The syllabus has been divided into four units.

There shall be 9 questions in all. The first question is **compulsory** and shall be short answer type containing 10 short questions spread over the whole syllabus to be answered in about 30 to 35 words each, carrying 20 marks i.e. 2 marks each. Rest of the paper shall contain 4 units. Each unit shall have **two** long questions and the candidates shall be given internal choice of attempting one question from each Unit - 4 in all. Each question will carry 15 marks.

Unit-I

Concept of Organization:

Definition, Features and Typologies based on Function, Regulation, Technology and Structure and Environment

Unit-II

Theoretical Perspectives:

Classical – Marx, Weber, Taylor (Scientific Management);

Neo-Classical – Human Relations approach with special reference to the Hawthorne studies;

Modern – Systemic (closed, open and socio-technical systems approach by the Tavistock School) and Interactional (Goffman and the total institution)

Unit-III

Organizational Ideologies and Culture:

Ideologies – Structuralism, Psychologism, Consensualism, Welfarism and Legalism;

Culture- sub-cultures and socialization

Unit-IV

Behaviour in Organizations:

Job Satisfaction, Job Commitment, Decision making and Stress Management