

بسمه تعالی

دانشگاه تربیت مدرس

طرح درس فلسفه نظریه های سازمان و مدیریت

هدف اصلی درس: بررسی، ارزیابی و نقد پیشرفت‌های شناخت شناسانه (Epistemological Developments) مهم در نظریه سازمان (OT)، خصوصاً موضوعات بحث‌انگیز (Issues) مرتبط با انواع "ادعاهای دانش" (Knowledge claims) در نظریه سازمان و مباحث جدال برانگیز محاط بر تولید (generation) اعتباردهی (Validation) و بهره‌برداری (utilization) از چنین دانش‌هایی است.

اهداف فرعی درس:

- آشنایی با مبانی فلسفی نظریه های سازمان و مدیریت
- درک نگاه‌های مختلف به تولید نظریه در علم سازمان و مدیریت
- بررسی ریشه‌های شکل‌گیری علم سازمان و مدیریت
- ایجاد توانایی اندیشیدن در باب فلسفه علم سازمان
- فهم پارادایم، نظریه و نظریه پردازی در علم الاجتماع به طور اعم و رشته مدیریت به طور
اخص
- شناخت نظریه‌های جدید در علم سازمان و مدیریت
- کسب توانایی نقد و بررسی نظریه های سازمان و مدیریت
- کسب توانایی در تدوین مدل‌های مفهومی برای نظریه‌پردازی در علم سازمان و مدیریت

- کمک به درک بهتر مسائل کاربردی در علم سازمان و مدیریت
- شناسایی موافقان (Pros) و مخالفان (Cons) نظریه‌های سازمان و مدیریت

پرسش اصلی درس: جایگاه نظریه سازمان به عنوان یک رشته در گستره علم‌الاجتماع چیست؟

* توجه کنید که این پرسش، پرسشی فرانظری (Meta-theoretical) است یعنی محور تحلیل و بحث در این درس مجموعه‌ای از پدیده‌های سازمانی (Organizational Phenomena) نیست بلکه نفس نظریه سازمان (OT) است.

منابع لازم برای آزمون نهایی

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۲- حسن دانایی فرد (۱۳۸۸). *نظریه پردازی: مبانی و روش شناسی ها*. تهران: انتشارات سمت.

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۴- مقاله‌های بحث شده در کلاس.

۵- مقاله‌های ارائه شده در کلاس.

پیش نیازهای درک بهتر مباحث کلاسی

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فعالیت‌های جلسات

جلسه یکم: معرفی درس، توجیه اهداف و تکالیف دانشجویان

- روش انجام فعالیتهای کلاسی
- برنامه‌ریزی برای انجام فعالیتهای دانشجویان

جلسه دوم:

پرسشها: پارادایم چیست؟ پارادایم‌های رقیب در علم سازمان کدامند؟ چگونه بر علم سازمان تأثیر می‌گذارند؟

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جلسه سوم:

پرسشها: نظریه و نظریه پردازی چیست؟ نظریه پردازی در علم و سازمان، چگونه انجام می‌شود؟

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جلسه چهارم:

پرسشها: علم اثباتگرایی چیست؟ چه تأثیری بر نظریه سازمان دارد؟

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جلسه هفتم :

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جلسه هشتم:

پرسشها: ریشه‌های تاریخی شکل‌گیری نظریه سازمان کدامند؟
تغییرات آموزشی، حرفه‌ای و فناورانه زیر بنای نظریه
سازمانی جدید کدامند؟

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جلسه نهم:

پرسشها: مبانی تاریخی و شناخت شناسانه نظریه سازمان کدامند؟ گفتمان جامعه‌شناختی، گفتمان مدیریتی و گفتمان مهندسی چه نقشی در شکلگیری مبانی نظری نظریه سازمان داشته‌اند؟

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پرسشها: ارکان اصلی نظریه فمینیست چیست؟ چه تأثیری بر نظریه سازمان دارد؟

Required Readings:

- Gherardi Silvia .(2003). *Feminist theory and organization theory: A dialogue on new bases*. In Haridimos Tsoukas; Christian, Knudsen. *Hanbook of organization Theory*. PP: 210-236.

- Joanne Martin. (1990). *Deconstructing organizational taboos: The Suppression of gender conflict in organizations*. *Organization and Science*, 1(4): 339-359.
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- Joan Acker. (1998). *The future of "gender and organizations. Connections and Boundaries*. *Gen, Work and Organization*, 5(4): 195-206.

Further Readings:

- Veronique Mottier. (2004). *Pragmatism and feminist theory*. *European Journal of Social Theory*, 7(8): 323-335.

جلسه یازدهم:

پرسشها: ساختارهای نظری ارتقاء دهنده حوزه مطالعات سازمان کدامند؟ چگونه در ارتقاء پیشرفت علمی آن مؤثرند؟

Required Readings:

- Knudsen Christian. (2003). *Pluralism, scientific progress, and the structure of organization theory*. In In Haridimos tsoukas; Christian Knudsen, *Handbook of organization theory*. PP: 262-286.
- W. Graham Astley & Andrew H. Van de Ven. (1983). *Central perspectives and debates in organization theory*. *Administrative Science Quarterly*, 28: 245-273.

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Optional Readings:

- Chimezie A. B. & Osigweh, Yg.(1989). *Concept of fallibility in organizational science. Academy of Management Review*, 14: 579-594.
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- William McKinley, Mark A. Mone & Gyewan Moon. (1999). *Determinants and development of schools in organization theory. Academy of Management Review*, 24: 634-648.

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- Marshall Scott Poole & Andrew H. van de Ven. (1989). *Using paradox to build management and organization theories. Academy of Management Review*, 14: 562-578.
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جلسه دوازدهم:

پرسشها: آیا نظریه سازمان مجموعه واحدی از دانش است؟ چرا شیوه‌های مختلفی برای تبیین در نظریه سازمان وجود دارد؟

Required Readings:

- Andreas George Scherer. (2003). *Modes of explanation in organization theory*. In Haridimos Tsoukas & Christian Knudsen. *Handbook of organization Theory*, PP: 310-344.
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- Stanley Deetz. (1996). *Describing difference in approaches to organization science: Rethinking Burrell and Morgan and their legacy*. *Organization Science*, 7: 191-207.

Optional Readings:

- Martin Kilduff & Ajay Mehra. (1997). *Postmodernism and organizational research*. *Academy of Management Review*, 22(2): 453-481..
- Roger Evered & Meryl Reis Louis. (1981). *Alternative Perspective in the organizational sciences. Inquiry from the inside and inquiry from the outside*. *Academy of Management Review*, 6: 385-395.

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- Brian D. Steffy & Andrew J. Grimes. (1986). *A Critical theory of organization science*. *Academy of Management Review*, 11: 322-336.
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جلسه سیزدهم:

پرسشها: نگاههای Micro و Meso و Maro در نظریه سازمان
کدامند؟ آیا قابل تلفیق هستند؟

Required Readings:

- William McKinley & Mark A. Mone. (2003). *Micro and marco perspectives in organization Theory*. In Haridimos Tsoukas; Christian Knudsen, Handbook of organization Theory. PP: 345-372.
- Steve W. J. Kozlowski & Katherine J. Klein. (2000). *A multilevel approach to Theory and research in organizations: contextual temporal, and emergent processes*. In Katherine J. Klein & Steve W. J. Kozlowski (eds). Multilevel organizations. PP: 3-90.

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Optional Readings:

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- Patricia Liehr & Mary Jane Smith. (1999). *Middle range theory: Spinning research and practice to create knowledge for the new millennium*. *Adv nurs*, 21(4): 81-91.
- Katherine J. Klein, Henry Tosi & Albert A. Cannella, Jr. (1999). *Multilevel theory building: Benefits, barriers, and new developments*. *Academy of Management Review*, 24(2): 243-248.

Further Readings:

- Fred Danserau, Francis J. Yammarino & Jeffery co kohles. (1999). *Multiple leeches of analysis from a longitudinal Perspective: Some implications for theory building*. *Academy of Management Review*, 24(2): 346-357.
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جلسه چهاردهم:

پرسشها: اقتصاد سازمانی چیست و چه تأثیری بر نظریه سازمان دارد؟ جامعه‌شناسی اقتصادی چیست و چه تأثیری بر نظریه سازمان دارد؟

Required Readings:

- Richard Swedberg. (2003). *Economic versus sociological approaches to organization Theory*. In Haridimos Tsoukas & Christian Knudsen. Handbook of organization theory, PP: 327-419.
- Kathleen R. Conner.(1991). *A historical comparison of resource- based Theory and five schools of thought within industrial economics: dose have a new theory of the firm? Journal of Management*, 17(1): 121-154.
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- Sumantra Ghoshal & Peter Moran. (1990). *Bad for practice: A critique of the transaction cost theory. Academy of Management Review*, 21,: 13-47.

Optional Readings:

- Aric Rindfleisch & Jan B. Heide. (1997). *Transaction cost analysis: Past, present, and future applications. Journal of Marketing*, 61(4): 30-54.
- Richard L. Priem & John E. Butler. (2001). *Is the resource- based view a useful perspective for strategic management research? Academy of Management Review*, 26(1): 22-40.

- Michael T. Hannan & John Freeman .(1977). *The Population ecology of organizations*. *American Journal of Sociology*, 82(5): 149-164.
- Michael Masuch .(1985). *Vicious vircles in organizations*. *Administrative Science Quarterly*, 30: 14-33.

Further Readings:

- Lynne G. Zucker. (1989). *Combining institutional theory and population ecology: no legitimacy, No History*. *American Sociological Review*, 54: 542-545.
- Ruth C. Young. (1988). *Is population ecology a useful paradigm for the study of organizations?* *American Journal of Sociology*, 94: 1-24.
- Oliver E. Williamson. (1996). *Economic organization: The case for candor*. *Academy of Management Review*, 21(1): 48-57.
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- Paul J. DiMaggio & Walter W. Powell. (1983). *The iron cage revisited: Institutional isomorphism and collective rationality in organizational fields*. *American Sociological Review*, 48(2): 147-160.
- John W. Meyer and Brian Rowan .(1997). *Institutionalized organizations: formal structure ad myth and ceremony*. *American Journal of Sociology*, 83(2): 340-303.

- Mark S. Mizruchi & Lisa C. Fein. (1999). *The social construction of organizational knowledge: and normative isomorphism*. *Administrative Science Quarterly*, UU, PP: 653-683.

جلسه پانزدهم و شانزدهم

پرسشها: آینده نظریه سازمان چگونه ممکن است باشد؟ با چه محدودیتهایی مواجه خواهد بود؟ نگاههای جدید در نظریه سازمان کدام خواهد بود؟ جهتگیری مطالعات سازمانی به چه سمت و سویی خواهد بود؟

Required Readings:

- Gibson, Barrack. (2003). *The future of organization Theory: Prospects and limitations*. In Haridimos Tsoukas; Christian, Knudsen. Handbook of organization Theory. PP: 525-535.
- Stewart Clegg. (2003). *Managing organization futures in a changing world of power knowledge*. In Haridimos Tsoukas; Christian, Knudsen. Handbook of organization Theory. PP: 536-567.
- Marta B. Callas & Linda smircich. (2003). *At Home form mars to Somalia: recounting organization studies*. In In Haridimos Tsoukas; Christian, Knudsen. Handbook of organization Theory. PP: 596-606.
- Anderson Philip, (1999). *Complexity theory and organization science*. *Organization Science*, 35 : 604-33.
- Warren Smith. (2001). *Chaos theory and postmodern organization*. *International Journal Organization Theory & Behavior*, 4(3& 4): 259-286.

- R.A. Thietart; B. forgues. (1995). *Chaos theory and organization*. *Organization Science*, 6(1): 19-31.

Optional Readings:

- Haridimos Tsoukas . (2003). *New times, fresh challenges: reflections on the past and the future of organization of organization Theory*. In Haridimos Tsoukas; Christian, Knudsen. *Handbook of organization Theory*. PP: 607-622.
- Haridimos Tsoukas. (2000). *What is management? An outline of a meta theory*, published in S. Ackroyd and S. Fleetwood (eds). *Realist Perspective on management and organizations*. London: Routledge.
- Janice M. Beyer. (1992). *Metaphors, misunderstandings and mischief: A commentary*. *Organization Science*, 3(3): 467-500.
- John Gill & Sue Whittle .(1993). *Management by panacea: Accounting for transience*. *Journal of Management Studies*, 30: 281-295.
- David Levy. 91994). *Chaos theory and strategy theory, application and managerial implications*. *Strategic Management Journal*, 15: 167-178.

Further Readings:

- Eduardo Ibarra Colado. (1995). *Strategic analysis of organizations: A model from the complexity paradigm*. *Human Systems Management*, 14 (1): 51-70.
- Alfred Kieser. (1997). *Rhetoric and myth in management fashion*. *Organization*, 4(1): 49-74.
- Lex Donaldson. (1988). *In successful defence of organization theory: A routing of the Critics*. *Organization Studies*. 9 (1): 28-32.

- Philip Anderson.(1999). *Complexity theory and organization Science*. *Organization Science*, 10(5): 216-232.
- دکتر حسن دانایی‌فرد. (۱۳۸۴). *جایگاه علم پیچیدگی در پارادایم‌ها: آیا تئوری پیچیدگی صبغی پست مدرنیسم دارد؟*
- Steven E. Phelan. (2001). *what is complexity science really? Emergence*, 3(1): 120-136.
- Philip Anderson and Alan D. Meyer. (2016). Complexity theory and process organization studies. *SAGE handbook of process organization studies*, 127-143.
- Eric B. Dent. (1999). *Complexity science: a world shift. Emergence*, 1(4): 5-19.

جلسه هفدهم و هیجدهم:

• ارائه مقاله‌ها توسط دانشجویان

• تحویل تکالیف دانشجویان

ارزشیابی

• تذکرات

۱- چکیده هر جلسه باید در همان جلسه تحویل داده شود.

۲- دانشجویان بایستی آمادگی لازم برای بحث در کلاس داشته باشند.

• تکالیف

۱- چکیده هر جلسه باید در همان جلسه تحویل داده شود.

۲- مشارکت فعال در کلاس درس

۳- ترجمه دو مقاله به انتخاب استاد درس (یک مقاله در کلاس ارائه شود)

۴- نوشتن مقاله مروری- نظری شایسته دانشجویان دکتری مدیریت دولتی

۵- ارائه ایده‌ای نظری در باب سازمان و مدیریت (حداقل در دو صفحه)

نحوه تخصیص نمره درس:

بندهای ۱ تا ۳۰٪

مقاله نظری ۱ تا ۲۰٪

آزمون درس ۶۰٪