Course Objectives:

The discipline of Management has been depicted as in a state of jungle, weed patch, paradigm crisis, prescience, information overload, and the like, indicating its nature of diversity and competing perspectives. This course will address the roots and the forces that have evolved and shaped the progress and the courses of the discipline. It serves to enable the students to acquire adequate understanding of the thoughts and debates within and between the various paradigms of management.

Instructors: 賀俊英 (分機：5015)
彭台光 (分機：5011)

Schedule: 14:30 - 17:20   Tuesdays   Rm#51307

Textbooks:


Supplementary Books:


**Marketing Thought**

0302 Seminar I

0330 Seminar II

0420 Seminar III

0511 Seminar IV

**Roots of the Structural-Functional Paradigm**


0217 Chapter 7. The advent of Scientific Management
Chapter 8. Spreading the Gospel of Efficiency
Chapter 9. The Human Factor: Preparing the Way
Chapter 10. The Emergence of Management and Organization Theory
Chapter 11. Scientific Management in Theory and Practice
Chapter 12. Scientific Management in Retrospect

0224 Chapter 13. The Hawthorne Studies
Chapter 14. The Search for Organizational Integration
Chapter 15. People and Organizations
Chapter 16. Organizations and People
Chapter 17. Human Relations in Concept and Practice
Chapter 18. The Social Person Era in Retrospect

0309 Chapter 19. Management Theory and Practice
Chapter 20. Organizational Theory and Theory
Chapter 21. Science and Systems in Management
Chapter 22. Management Thought in a Changing World
Chapter 23. The Past as Prologue

**Challenges within the Normal Organization Science**

Pfeffer (1997). *New Directions for Organization Theory.*

0316 Chapter 1. The Development and scope and Organizational Studies
Chapter 2. Understanding the course of behavior
Chapter 3. Five Models of Behavior

0323 Chapter 4. The Effects of Organizational Composition
Chapter 5. Mechanisms of Social Control
Chapter 6. Developing and Exercising Power and Influence

0406 Chapter 7. Organizational performance
Chapter 8. Organizations from a Critical Theory Perspective
Chapter 9. New Directions for Organization Theory

**A Bigger Picture: Multi-Paradigm or Paradigm Incommensurability?**


0413 Pfeffer, J. (1993). Barriers to the advance of organizational science:
Paradigm development as a dependent variable. *Academy of Management Review,* 18, 599-620.
Van Maanen, J. Style as theory. *Organization Science,* 6,1, 133-143.

0427 Burrell and Morgan (1979). *Sociological Paradigms and Organizational Analysis*
Chapter 1. Assumptions about the Nature of Social Science
Chapter 2. Assumptions about the Nature of Society
Chapter 3. Two Dimensions: Four Paradigms

**Debates and Tensions: Voice from the Contra Organization Science**


Czarniawska, B. (2003). Social constructionism and organization studies. (Chapter 4b: 128-139)


Fennings, P.D., & Greenwood, R. Constructing the iron cage: Institutional theory and enactment. (Chapter 6b: 207)


**Course Wrap-Up**

0601  Student Presentations I

0608  Student Presentations II

0615  Final Exam

**Grading:**

<table>
<thead>
<tr>
<th>Component</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Individual Class Participation</td>
<td>20%</td>
</tr>
<tr>
<td>Group Weekly Presentation</td>
<td>20%</td>
</tr>
<tr>
<td>Group Term Report/Presentation</td>
<td>20%</td>
</tr>
<tr>
<td>Final Exam</td>
<td>40%</td>
</tr>
</tbody>
</table>

This course will be conducted in a seminar format. You should read all of the book chapters and papers assigned to a particular week prior to the class meeting. Please be ready to share your insights, ask questions and discuss issues from the assigned readings. The quality of your class participation (i.e., class discussions) will reflect greatly both your commitment and critical thinking ability. An individual’s high quality participation will contribute greatly to the class’ overall learning process. Details regarding the presentations will be provided in the class.