

Extended Reading List for Organizational Sociology QE, 2024-25

Introduction to the study of organizations

Haveman, Heather A. 2022. *The Power of Organizations: A New Approach to Organizational Theory*. Princeton: Princeton University Press.

Dead guys with German names: foundational sociological theorists on organizations

Marx, Karl. 1867 [1992]. *Capital: A Critique of Political Economy*. (Translated by Ben Fowkes) Harmondsworth: Penguin Books. [skim: most of this not relevant to org theory – just read the sections that inform the study of workers and managers]

Durkheim, Émile. 1893 [1984]. *The Division of Labor in Society*. (Translated by W.D. Halls.) New York: Free Press. [skim]

Weber, Max. 1904-05 [1958]. *The Protestant Ethic and the Spirit of Capitalism*, especially pp. 47-57 and 180-183. (Translated by Talcott Parsons.) New York: Charles Scribners' Sons. [skim]

Weber, Max. 1968 [1978]. *Economy and Society: An Outline of Interpretive Sociology*, especially part 2, chapters 10 and 11. (Translated and edited by Guenther Roth and Claus Wittich.) Berkeley: University of California Press.

Simmel, Georg. 1955. *Conflict and the Web of Group-Affiliations*. (Translated by Kurt H. Wolff and Reinhard Bendix.) New York: Free Press. [most relevant for research on interpersonal and interorganizational ties]

Bureaucracy and its discontents

Merton, Robert K. 1940. Bureaucratic structure and personality. *Social Forces*, 18: 560-568.

Gouldner, Alvin W. 1954. *Patterns of Industrial Bureaucracy*. New York: Free Press.

The enormous power of organizations

Coleman, James S. 1982. *The Asymmetric Society*. Syracuse, NY: Syracuse University Press.

Perrow, Charles. 2002. *Organizing America: Wealth, Power, and the Origins of Corporate Capitalism*. Princeton, NJ: Princeton University Press. [skim]

Organizational size/growth and internal structure

Anderson, Theodore R., and Seymour Warkov. 1961. Organizational size and functional complexity: A study of differentiation in hospitals. *American Sociological Review*, 26: 23-28.

Blau, Peter M. 1970. A formal theory of differentiation in organizations. *American Sociological Review*, 35: 2: 201-218.

Blau, Peter M., and Richard Schoenherr. 1971. *The Structure of Organizations*. New York: Basic Books. [skim]

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- Meyer, Marshall W. 1972. Size and the structure of organizations: A causal analysis. *American Sociological Review*, 37: 434-441.
- Child, John. 1973. Predicting and understanding organizational structure. *Administrative Science Quarterly*, 19: 168-185.
- Zhang, Letian. 2023. The changing role of managers. *American Journal of Sociology*, 129 (2): 439-484. [he makes the A/P ratio interesting again by putting it in context (in a theory-driven way) and explaining its impact]
- A critical response to this line of research:*
- Freeman, John H. 1973. Environment, technology, and the administrative intensity of manufacturing organizations. *American Sociological Review*, 38: 750-763.
- Freeman, John H., and Jerrold E. Kronefeld. 1974. Problems of definitional dependency: The case of administrative intensity. *Social Forces*, 52: 108-121.
- A newer take on the effects of size:*
- Baron, James N., and William T. Bielby. 1986. The proliferation of job titles in organizations. *Administrative Science Quarterly*, 31: 561-586.

Workers and bosses

- Taylor, Frederick Winslow. 1911. *The Principles of Scientific Management*. New York: W.W. Norton and Co.
- Gouldner, Alvin W. 1954. *Patterns of Industrial Bureaucracy*, chapters 1-8. New York: Free Press.
- Roy, Donald. 1952. Quota restriction and goldbricking in a machine shop. *American Journal of Sociology*, 57: 427-442.
- Roy, Donald F. 1959. "Banana time:" Job satisfaction and informal interaction. *Human Organization*, 18: 158-168.
- Burawoy, Michael. 1979. *Manufacturing Consent: Changes in the Labor Process under Monopoly Capitalism*. Chicago: University of Chicago Press. [skim – same work site as Roy]
- Baron, James N., Frank R. Dobbin, and P. Devereaux Jennings. 1986. War and peace: The evolution of modern personnel administration in U.S. industry. *American Journal of Sociology*, 92: 350-383.
- Baron, James N., P. Devereaux Jennings, and Frank R. Dobbin. 1988. Mission control? The development of personnel systems in U.S. industry. *American Sociological Review*, 53: 497-514.

Decision making in and by organizations: The Carnegie School [skim]

- Simon, Herbert A. 1946 [1976]. *Administrative Behavior: A Study of Decision-Making Processes in Administrative Organization*, 3rd Edition. New York: Free Press.

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March, James G., and Herbert A. Simon. 1958 [1993]. *Organizations*. Cambridge, MA: Blackwell.

Cyert, Richard M., and James G. March. 1963 [1992]. *A Behavioral Theory of the Firm, 2nd Ed.* Cambridge, MA: Blackwell.

Chandler, Alfred D., Jr. 1977. *The Visible Hand: The Managerial Revolution in American Business*. Cambridge, MA: Belknap Press of Harvard University Press.

Contingency theory [*skim – mostly relevant as a meta-theory, foregrounding environmental factors*]

Structural contingency theory

Burns, Tom, and George M. Stalker. 1961 [1994]. *The Management of Innovation, 3rd Ed.* Oxford: Oxford University Press.

Blau, Peter M., and W. Richard Scott. 1962. *Formal Organizations: A Comparative Approach*. San Francisco, CA: Chandler Publishing Company. (Republished 2003 by Stanford University Press, Stanford, CA.)

Woodward, Joanne. 1994 [1965]. *Industrial Organization: Theory and Practice, 2nd Ed.* Oxford: Oxford University Press.

Thompson, James D. 1967. *Organizations in Action: Social Science Bases of Administrative Theory*. New York: McGraw-Hill.

Lawrence, Paul R., and Jay W. Lorsch. 1967. Differentiation and integration in complex organizations. *Administrative Science Quarterly*, 12: 1-47.

Pugh, Derek S., David J. Hickson, C. Robin Hinings, and C. Turner. 1968. Dimensions of organizational structure. *Administrative Science Quarterly*, 13: 65-105.

Pugh, Derek S., David J. Hickson, C. Robin Hinings, and C. Turner. 1969. The context of organizational structures. *Administrative Science Quarterly*, 14: 91-114.

Strategic contingency theory

Hickson, David J., C. Robin Hinings, C.A. Lee, R.E. Schneck, and Johannes M. Pennings. 1971. A strategic contingencies' theory of intraorganizational power. *Administrative Science Quarterly*, 16: 216-229.

Child, John. 1972. Organizational structure, environment and performance: The role of strategic choice. *Sociology*, 6: 1-22.

Information-processing contingency theory

Galbraith, Jay R. 1973. *Designing Complex Organizations*. Reading, MA: Addison-Wesley.

Critique of contingency theory – all variants

Schoonhoven, Claudia Bird. 1981. Problems with contingency theory: Testing assumptions hidden within the language of contingency "theory". *Administrative Science Quarterly*, 26: 349-377. {see also Perrow 1986 *Complex Organizations*}

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Contemporary research

In addition to these mostly very old readings/topics, I expect you to have read articles in use organizational theory from the past 5-7 years of the most important journals in sociology and management: *ASR*, *AJS*, *SF*, *ASQ*, *Org Sci*. For *Org Sci*, you should focus on org theory articles and ignore articles in related fields like strategy. You should also be aware of articles that seem important in *AMJ* – e.g., because they are highly cited – but be aware that *AMJ* publishes a lot of mediocre articles.