

## Open Faculty of Economic and Social Politics



### OPES2139 Sociology of organization

[30h] 5 credits

**Teacher(s):** Pierre de Saint-Georges, Bernard Fusulier, Jean Nizet, Jean Nizet  
**Language:** French  
**Level:** Second cycle

#### **Aims**

Analyzing structures and dynamics of organizations (public services, business companies, non profit organizations); taking account complexity and diversity of organizational context.

Understanding of the causes of behavior, decision making and process of change into organization.

Development of realistic and powerful political projects taking account organizational and socio-economic contexts.

#### **Main themes**

Organizational Structure theory : work organization, degree of bureaucratization, centralization, formalization, forms ...

Structural contingency theory : factors that affect structure like size, technology environment (uncertainty, degree of competition, and so on)

Power and influence theory : sources of power, mechanisms of social control, strategy and tactics for using power, negotiation...

Culture and communication theory : identity, values, legitimacy, communication in modern organizations ...