

RTU Course "Sociology of Management"

23101 null

General data

Code	HSP375
Course title	Sociology of Management
Course status in the programme	Compulsory/Courses of Limited Choice; Courses of Free Choice
Responsible instructor	Aleksejs Šņitņikovs
Academic staff	Sandra Stašāne Kārlis Valtīņš
Volume of the course: parts and credits points	1 part, 2.0 Credit Points, 3.0 ECTS credits
Language of instruction	LV, EN
Annotation	The study course provides the students with the fundamental concepts and theories of sociology of management. The study course is based on sociological research of management processes and structures and concepts and theories of management studies. The practice of management is considered in the context of different organizations and in connection with interaction with the social environment. The study course overviews various styles of management and leadership and modern tendencies in the management of organizations. The influence of IT on management practice is considered in the study course. The study course provides overview of the role of informal factors in organizations and motivation processes.
Goals and objectives of the course in terms of competences and skills	The purpose of the study course is to introduce students to the modern approaches in management sociology and management studies, to give the idea of complexity of management processes, their connection with technological, social and cultural factors. The tasks of the study course are to provide the students with the conceptions of management structures, management styles and social aspects of organizations, to develop ability to evaluate the correspondence of the management practices and styles to different technological and social parameters of organizations, to evaluate critically management practices and situate them in the wider social context.
Structure and tasks of independent studies	1. Study of course literature 2. Preparation to seminars and tests.
Recommended literature	Scott, Richard W., Davis, Gerald F. Organizations and Organizing. Rational, Natural, and Open Systems Perspectives. Routledge, London, 2016. Mintzberg, H. Structure in Fives. Designing Effective Organizations London: Prentice Hall, 1983. Praudē, V. Menedžments Rīga: Burtene, 2012. Lampel, Joseph, Mintzberg, Henry, Quinn, James Brian, Ghoshal, Sumantra. The Strategy Process: concepts, contexts, cases, Pearson: Harlow, 2014.
Course prerequisites	Secondary education

Course contents

Content	Full- and part-time intramural studies		Part time extramural studies	
	Contact Hours	Indep. work	Contact Hours	Indep. work
1. Basic concepts of sociology of management.	2	2	2	4
2. Classical theories of management. Rational system approach.	2	2	1	4
3. Coordination processes and mechanisms in organizations.	2	2	1	4
4. Human relations school in management theory and practice.	2	2	1	4
5. Technology and its relation to management practices.	2	2	0	4
6. Open systems approach to management and organizations. Environment.	4	2	1	4
7. Foundations of organizational design. Types of organizations and management practices.	2	4	0	2
8. Classification of organizations and practices of management.	2	2	0	4
9. Goals and power in organization. The system of politics in organization.	4	4	2	5
10. Strategy process.	2	2	2	4
11. Social aspects of marketing.	2	2	2	4
12. Organizational culture and leadership.	2	2	2	4
13. Critical theory approach to organizations and management.	2	2	0	8
14. Management practices in public and private sectors.	2	2	0	4
15. Seminars and tests.	8	8	2	5
Total:	40	40	16	64

Learning outcomes and assessment

Learning outcomes	Assessment methods
Is able to identify the subject of sociology of management, provide the definitions of organizations and management from different theoretical viewpoints.	Test / final test or exam.

Is able to identify social processes in the context of organizations, the motivational mechanisms of the human factor and the impacts of different management styles in the organizations.	Test / final test or exam.
Is able to distinguish different theoretical approaches to management practice and organizations.	Test / final test or exam.
Is able to identify methods and social aspects of marketing.	Test / final test or exam.
Is able to identify informal processes in the structure of an enterprise and analyse the political processes within organizations.	Discussion in a seminar / test.
Is able to evaluate the specificity of management of different kinds of professions and occupations.	Test / final test or exam.
Is able to identify the specificity of public sector management in comparison with the private sector	Test / final test or exam.
Is able to evaluate the interrelations between technology and human actors in the context of organizations.	Test / final test or exam.
Is able to evaluate the significance of organizational culture, its formation and management.	Case study / test.

Evaluation criteria of study results

Criterion	%
Attendance of lectures	10
Activity in seminars and discussions	10
Performance of exercises (case analyses)	10
Performance of control tests	20
Final test or exam	50
Total:	100

Study subject structure

Part	CP	Hours per Week			Tests			Tests (free choice)		
		Lectures	Practical	Lab.	Test	Exam	Work	Test	Exam	Work
1.	2.0	1.0	1.0	0.0	*			*		