

COURSE INFORMATION - TOPICS AND REQUIREMENTS

Course name: Sociology of Organization, Institutional Climate

Course code: MSP1209 (eng)

Number of lessons per week: 2

Lecturer: Andor Szócs Ph.D., lecturer

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List of topics:

Week 1: Introduction, the aim and requirements of the course. The concept of organization, organizations and organizations in society.

Week 2: The paradigms of organizational phenomena.

Week 3: Classical organization sociology theories. Bureaucracy, driving ideologies, HR theory.

Week 4: Modern theories of organizations. decision theories, conflict theories, and behavioral explanations.

Week 5: Organizational ecology and evolution.

Week 6: Variable organizations of the civil sphere.

Week 7: Postmodern organization theory and organizational practice.

Week 8: The concept and variables of the institutional climate.

Week 9: The possibilities and methods of institutional self-assessment.

Week 10: Types and characteristics of organizational culture.

Week 11: Differences between organic and mechanical cultures.

Week 12: Global Trends in field of Institutional Climate 1.

Week 13: Global Trends in field of Institutional Climate 2.

Week 14: Presentations of the students, summary, feedback

Participation in the sessions: Participation in practical sessions is mandatory. The permissible amount of absence during the semester is three times the number of weekly contact hours of the subject. If this is exceeded, the semester cannot be evaluated (Study and Examination Regulations (TVSz) § 8.1.)

Evaluation method and schedule: writing two in-class tests (on 7. and 14. weeks), making and absolving a presentation about an Institution, oral examination.

Type of assessment and evaluation: oral examination / colloquium.

Exam topics:

- ✓ The concept of organization, organizations and organizations in society. The paradigms of organizational phenomena.
- ✓ Classical organization sociology theories, bureaucracy, driving ideologies, HR theory.
- ✓ Modern theories of organizations. decision theories, conflict theories, and behavioral explanations.
- ✓ Organizational ecology and evolution. Variable organizations of the civil sphere. Postmodern organization theory and organizational practice.
- ✓ The concept and variables of the institutional climate. The possibilities and methods of institutional self-assessment. Types and characteristics of organizational culture.
- ✓ Differences between organic and mechanical cultures. Global Trends in field of Institutional Climate.

Conditions for admission to the exam: there are no prerequisites for admission to the exam.

Literature:

- Andrew Christopher Young (2023): Young's Model of Organizational Culture. Open Journal of Business and Management, 11, 3125-3134. doi: 10.4236/ojbm.2023.116171. <https://www.scirp.org/journal/paperinformation?paperid=129122>
- Anna Maria Theis-Berglmair (2005): The Role of Organizations in the Modern Society: An Outlook from the Perspective of Systems Theory. https://www.unibamberg.de/fileadmin/uni/fakultaeten/split_lehrstuehle/kommunikationswissenschaften_1/Dateien/Downloads/Veroeff/Anna_Maria_Theis_Berglmair/The_role_of_organizations.pdf
- Dimitrios Belias, Athanasios Koustelios (2014): Organizational Culture and Job Satisfaction: A Review. International Review of Management and Marketing Vol. 4, No. 2, 2014, pp.132-149 ISSN: 2146-4405. <https://dergipark.org.tr/en/download/article-file/366682>
- Egon Bittner (1965): The concept of organization. Social Research 32(3): 239–255.
- Joseph H. Spear (2023): Organizations and Society. SAGE Publications, Inc. eText ISBN 9781071802229, 1071802224.
- Kai Xu, Michael A. Hitt, David Brock, Vincenzo Pisano, Lulu S.R. Huang (2021): Country institutional environments and international strategy: A review and analysis of the research. Journal of International Management, Volume 27, Issue 1, ISSN 1075-4253, <https://doi.org/10.1016/j.intman.2020.100811>.
- Peter F. Drucker (1992): The New Society of Organizations. <https://hbr.org/1992/09/the-new-society-of-organizations>
- Robert D. Putnam (2000): Bowling Alone. The Collapse and Revival of American Community. New York.

Recommended literature:

- Bruce M. Tharp (2009): Four Organizational Culture Types. https://www.thercfgroup.com/files/resources/Defining-Culture-and-Organizational-Culture_5.pdf
- Kyla Dewar (2025): Organizational culture: Definition, importance, and development. <https://www.achievers.com/blog/organizational-culture-definition/>