

MGMT 933  
Psychological & Sociological Foundations of Research in Management  
The Wharton School  
Spring 2019

Professor Nancy Rothbard  
Thursdays 1:30pm-4:30 pm  
Professor Mary-Hunter McDonnell  
Tuesdays 9:00am-12:00 pm  
Location: SHDH 2039

This course offers a survey of the main theoretical approaches in psychology and sociology that have shaped research on management and organizations. The course covers contemporary as well as classical writings. We will examine the assumptions, the logics, the predictions, and the methodological implications of various theories. The goal is to familiarize the PhD student in management with the vocabulary and the main contributions of social science to applied research on organizations, corporate strategy, human resources, entrepreneurship, and multinational management.

**Requirements:**

12 papers (1-2 single-spaced pages) for sessions discussing: (a) the main insights in the readings, and (b) some research questions in your specific area of interest within management that use the insights. Papers are due at the beginning of class. Students should read every assigned reading for each meeting, but students will be responsible for outlining and leading the discussion on one of the assigned readings for each meeting, which they should read particularly closely.

**1. Sociological Foundations of Management: Behavior in and of Organizations  
(January 17)**

Weber, Max (1978 [1928]). "Bureaucracy," in G. Roth & C. Wittich (Eds.) *Economy and Society*. Berkeley: CA: University of California Press. Ch. 11, pp. 956-969, 973-975.

Adler, Paul S. and Bryan Borys (1996). "Two Types of Bureaucracy: Enabling and Coercive," *Administrative Science Quarterly*, 41: 61-89.

Cyert, Richard M. and James G. March. (1963). *A Behavioral Theory of the Firm*. Cambridge, MA: Blackwell Publishing. Chapter 7

Baron, J.N., F.R. Dobbin, and P.D. Jennings. 1986. "War and Peace: The Evolution of Modern Personnel Administration in U.S. Industry." *American Journal of Sociology*, 92: 350-383.

## **2. Identity and Impression Management within Organizational Systems (January 24)**

Selznick, Philip. (1957). *Leadership in Administration: A Sociological Interpretation*. Berkeley: University of California Press.

Gioia, Dennis A, Makjen Schultz, and Kevin G, Corley (2000). "Organizational Identity, Image, and Adaptive Instability," *Academy of Management Review*, 25: 63 -81.

Dutton, Jane E. and Janet M. Dukerich (1991). "Keeping an Eye on the Mirror: Image and Identity in Organizational Adaptation," *Academy of Management Journal*, 34: 517-554.

Goffman, E. 1959 *The Presentation of Self in Everyday Life*

Elsbach and Kramer 1996. "Members' responses to organizational identity threats: Encountering and countering the Business Week rankings." *Administrative Science Quarterly*, 41: 442-476.

McDonnell, MH and King, BG. 2013. "Keeping up appearances: Reputational threat and impression management after social movement boycotts." *Administrative Science Quarterly*, 58: 387-419.

## **3. Power and Purpose within Organizational Systems (January 31)**

Parsons, T. 1986. "Power and Social System." In. S. Lukes (ed.) *Power*. New York: New York University Press.

Weber, M. 1993. "Power, domination, and legitimacy." In M.E. Olsen and M.N. Marger (ed.) *Power in Modern Societies*. Boulder, CO: Westview Press.

G.F. Davis and T.A. Thompson, "A Social Movement Perspective on Corporate Control." *Administrative Science Quarterly*, 39: 141-173.

Thornton, P.H. and Ocasio, W. "Institutional logics and the historical contingency of power in organizations: executive succession in the higher education publishing industry, 1958-1990." *American Journal of Sociology*, 105: 801-843"

Zald, M.N. & Berger, M.A. 1978. Social movements in organizations – coup d'état, insurgency and mass movements. *American Journal of Sociology*, 83(4): 823-861.

#### **4. Values, Ideology, and Action – Who is in Control Here? (February 7)**

March, James G. (1962). "The Business Firm as a Political Coalition," *Journal of Politics*, 24: 662-678.

Hambrick, Donald C. and Phyllis A. Mason (1984) "The Organization as a Reflection of its Top Managers," *Academy of Management Review*, 9:193-206

Swidler, A. 1986. "Culture in action: Symbols and strategies." *American Sociological Review*, 51: 273-86.

Gupta, A., F. Briscoe and D.C. Hambrick 2016. "Red, blue, and purple firms: Organizational political ideology and corporate social responsibility." *Strategic Management Journal*, 38: 1018-1040.

Zald, M.N. & Berger, M.A. 1978. Social movements in organizations – coup d'état, insurgency and mass movements. *American Journal of Sociology*, 83(4): 823-861.

#### **5. Status within Organizational Systems (February 14)**

Merton, R.K. 1968. The Matthew Effect in Science. *Science*. 159: 56-63

Benjamin, B. A. and J. M. Podolny. 1999. "Status, quality, and social order in the California wine industry." *Administrative Science Quarterly* 44:563-589.

Kim, Jerry W and Brayden G King. 2014. "Seeing stars: Matthew effects and status bias in Major League Baseball umpiring." *Management Science* 60:2619-2644.

McDonnell, Mary-Hunter and Brayden G King, 2018. "Order in the Court: The influence of firm status and reputation on the outcomes of employment discrimination suits." *American Sociological Review* (Forthcoming).

Phillips, D.J. & Zuckerman, E.W. 2001. Middle-status conformity: Theoretical restatement and empirical demonstration in two markets. *American Journal of Sociology*, 107: 379-429.

## **6. Institutional Embeddedness and Imprinting (February 21)**

Scott, W.R., 1995. *Institutions and Organizations*, Thousand Oaks, CA: Sage,. Pp. 16-62.

Stinchcombe, A.L. 1964. "Social structures and the founding of organizations." In *Stratification and Organization: Selected Papers*. Cambridge University Press, 196-220.

Tilcsik, A. 2014. "Imprint-environment fit and performance: How organizational munificence at the time of hire affects subsequent job performance." *Administrative Science Quarterly*, 59: 639-668.

Marquis, C., M.A. Glynn and G.F. Davis 2007. "Community isomorphism and corporate social action." *Academy of Management Review*, 32: 925-945.

## **7. Social Capital and Network Embeddedness (TBA)**

Granovetter, M.S. 1973. "The strength of weak ties." *American Journal of Sociology*, 78: 1360-1380.

Burt, Ronald (2004). "Structural Holes and Good Ideas," *American Journal of Sociology* 110: 349-399.

Mizruchi, "What do interlocks do? An analysis, critique and assessment of research on interlocking directorates," *Annual Review of Sociology*, 1996: 271-298.

Uzzi, Brian and Jarrett Spiro (2005). "Collaboration and Creativity: The Small World Problem." *American Journal of Sociology* 111: 447-504.