



**UNIVERSIDADE FEDERAL DE PERNAMBUCO
DEPARTAMENTO DE CIÊNCIAS ADMINISTRATIVAS
PROGRAMA DE PÓS-GRADUAÇÃO EM ADMINISTRAÇÃO**

DISCIPLINA: PGA 1020 – ANÁLISE ORGANIZACIONAL

PERÍODO LETIVO: 2019.1

PROFESSOR: JACKELINE AMANTINO DE ANDRADE

CRÉDITOS: 4 HORAS/AULA: 60

EMENTA:

Evolução do pensamento administrativo. Conhecimento prescritivo e conhecimento analítico nos estudos organizacionais. Os níveis de análise. Voluntarismo e determinismo. As organizações e a modernização do mundo. O contexto brasileiro e o estudo das organizações. Estruturação e os fatores determinantes da estrutura. Introdução a temas centrais da análise organizacional: razão e racionalidade, objetivos e desempenho, poder e controle, processo decisório, cultura local e organizacional, ambiente e estratégia, mudança organizacional, novas formas organizacionais. Perspectivas recentes no estudo das organizações: as abordagens moderna, interpretativa e pós-moderna.

I – OBJETIVOS

- Discutir o desenvolvimento do pensamento administrativo e suas implicações para a compreensão do fenômeno organizacional.
- Delimitar o objeto central dos estudos organizacionais e de gestão (EOG) – organização e organizing – em suas bases teóricas-conceituais.
- Apresentar as principais categorias que balizam a análise organizacional contemporânea.

II – CONTEÚDO PROGRAMÁTICO

Encontro 1 (12/03) – Apresentação da disciplina e introdução aos EOG

AUGIER, M.; MARCH, J. SULLIVAN, B.N. Notes on the evolution of a research community: organization studies in anglophone North America. **Organization Science**. V. 16, n, 1 p. 85-95, 2005.

MARCH, J. The Study of organizations and organizing since 1945. **Organization Studies**. v. 28, n. 1, p . 9-19, 2007.

SCOTT, W. R. Reflections on half-century of organizational sociology. **Annual Review of Sociology**. V. 30, p. 1-21, 2004.

SHENHAV, Y. The historical and epistemological foundations of organization theory. In: TSOUKAS, H.; KNUDSEN, C. (Ed.). **The oxford handbook of organization theory: meta-theoretical perspectives**. Oxford: Oxford University Press, 2003. p. 183-209.

STARBUCK, W.H. The origins of organization theory. TSOUKAS, H.; KNUDSEN, C. (Ed.). **The oxford handbook of organization theory: meta-theoretical perspectives**. Oxford: Oxford University Press, 2003.

WALSH, J. MEYER, A; SCHOONHEVEN, C. A future for organization theory: living in and living with changing organizations. **Organization Science**. V. 17, n, 5 p. 657-71, 2006.

Encontro 2 (19/03) – Organização em análise

KING, B.G.; FELIN, T.; WHETTEN, D.A. Finding the organization in organizational theory: a meta-theory of the organization as a social actor. **Organization Science**. v. 21, n. 1, p. 290-305, 2010.

PERROW, C. An organizational analysis of organization theory. **Contemporary Sociology**. V. 29, n. 3, p. 469-476, 2000.

Encontro 3 (26/03) – Análise das organizações

DU GAY, P.; VIKKELSO, S. What makes organization? organization theory as a practical science. In: ADLER, P.; DU GAY, P.; MORGAN, G.; REED, M. (eds.). **The oxford handbook of sociology, social theory and organization studies, contemporary currents**. Oxford: Oxford University Press, 2014, pp. 736-758.

JONES, C.; MUNRO, R. Organization theory, 1985–2005. **The Sociological Review**, v. 53, n. 1_suppl, p. 1-15, 2005.

Encontro 4 (02/04) – Organizando em análise

GARUD, R.; GEHMAN, J.; KUMARASWAMY, A. Complexity arrangements for sustained innovation: lessons from 3M corporation. **Organization Studies**, v. 32, n. 6, p. 737-767, 2011.

WHITFORD, J; ZIRPOLI, F. Pragmatism, practice, and the boundaries of organization. **Organization Science**, v. 25, n. 6, p. 1823-1839, 2014.

Encontro 5 (09/04) – Seminário – Processo de trabalho

BÖHM, S.; LAND, C.. The new ‘hidden abode’: reflections on value and labor in the new economy. **The Sociological Review**, v. 60, n. 2, p. 217-240, 2012.

O’DOHERTY, D.; WILLMOTT, H. Avoiding debate and the immobilization of labor process study: strawmanning or friedmanning? In: CLEGG, S.; STABLEIN, R. (eds). **Advances in organization studies**. Slovenia: Korotan Ljubljana, 2008, pp. 38-55.

THOMPSON, P.; O’DOHERTY, D.. Perspectives on labor process theory. In: ALVESSON, M.; BRIDGMAN, T.; WILLMOTT, H. (eds). **The oxford handbook of critical management studies**. Oxford: Oxford University Press, 2009. pp. 99-1

Encontro 6 (16/04) – Seminário – Poder e conflito nas organizações

CONTU, A. Conflict and organizations studies. **Organization Studies**. First publish on-line April 2018 - [ps://doi.org/10.1177/017084061774](https://doi.org/10.1177/017084061774)

LAWRENCE, T.B. Power, institutions and organizations. In: GREENWOOD, R.; OLIVER, C.; SUDDABY, R.; SAHLIN, K. (eds.). **The sage handbook of organizational institutionalism**. London: Sage, 2008, p. 170-197.

HARDY, C.; CLEGG, S. Some dare call it power. In: CLEGG, S.R.; HARDY, C.; LAWRENCE, T.B.; NORD, W.R. (eds) **The sage handbook of organization studies**. 2nd ed, London: Sage, 2006, pp. 754-775.

Encontro 7 (23/04) – Seminário – Cultura organizacional

ALVESSON, M.; SVENINGSSON, S. **Changing organizational culture**, cultural change work in progress. New York: Routledge, 2008, chapter 3 (Organizational culture and change), pp. 35-50.

MORRILL, C. Culture and organization theory. **The Annals of the American Academy of Political and Social Science**, v. 619, n. 1, p. 15-40, 2008.

WEBER, Klaus; DACIN, M. Tina. The cultural construction of organizational life: Introduction to the special issue. **Organization Science**, v. 22, n. 2, p. 287-298, 2011.

Encontro 8 (30/04) – Seminário – Tecnologia nas organizações

DOOLIN, B. Narratives of change: discourse, technology and organization. **Organization**, v. 10, n. 4, p. 751-770, 2003.

ORLIKOWSKI, W.J. The duality of technology: rethinking the concept of technology in organizations. **Organization Science**, v. 3, n. 3, p. 398-427, 1992.

ORLIKOWSKI, W.J. Sociomaterial practices: exploring technology at work. **Organization Studies**, v. 28, n. 9, p. 1435-1448, 2007.

ORLIKOWSKI, W.J. The sociomateriality of organisational life: considering technology in management research. **Cambridge Journal of Economics**, v. 34, n. 1, p. 125-141, 2009.

Encontro 9 (07/05) – Discursos organizacionais

CHIA, Robert. Discourse analysis organizational analysis. **Organization**, v. 7, n. 3, p. 513-518, 2000.

FAIRCLOUGH, N. Peripheral vision: discourse analysis in organization studies: The case for critical realism. **Organization Studies**, v. 26, n. 6, p. 915-939, 2005.

KORNBERGER, M.; CLEGG, S.; CARTER, C.. Rethinking the polyphonic organization: managing as discursive practice. **Scandinavian Journal of Management**, v. 22, n. 1, p. 3-30, 2006.

Encontro 10 (14/05) – Processos e práticas

LANGLEY, A. N. N. et al. Process studies of change in organization and management: unveiling temporality, activity, and flow. **Academy of Management Journal**, v. 56, n. 1, p. 1-13, 2013.

SANDBERG, J.; TSOUKAS, H. Grasping the logic of practice: theorizing through practical rationality. **Academy of Management Review**. V.36, n. 2, p. 338-360, 2011.

YANOW, D. After mastery: insights from practice theory. In: GARUD, R.; SIMPSON, B.; LANGLEY, A.; TSOUKAS, H. **The emergence of novelty in organizations**. Oxford: Oxford University Press, 2015, p. 272-316.

Encontro 11 (28/05) – Organizing/Performatividade

GOND, J-P. et al. What do we mean by performativity in organizational and management theory? The uses and abuses of performativity. **International Journal of Management Reviews**, v. 18, n. 4, p. 440-463, 2016.

CZARNIAWSKA, B. Performativity in place of responsibility? **Journal of Organizational Change Management**, v. 24, n. 6, p. 823-829, 2011.

CZARNIAWSKA, B. On meshworks and other complications of portraying contemporary organizing. In: GARSETH-NESBAKK, L; MELLMVICK, F. (eds.). **Dealing with expectations and traditions in research**, Nordic Open Access Scholarly Publishing (NOASP). p. 109-127, 2018.

Encontro 12 (04/06) – Seminário – Rotinas e performatividade

D'ADDERIO, L. The performativity of routines: theorising the influence of artefacts and distributed agencies on routines dynamics. **Research Policy**, v. 37, n. 5, p. 769-789, 2008.

D'ADDERIO, L. Artifacts at the centre of routines: Performing the material turn in routines theory. **Journal of Institutional Economics**, v. 7, n. 2, p. 197-230, 2011.

FELDMAN, M.S. A performative perspective on stability and change in organizational routines. **Industrial and corporate change**, v. 12, n. 4, p. 727-752, 2003.

FELDMAN, M.S.; PENTLAND, B. T. Reconceptualizing organizational routines as a source of flexibility and change. **Administrative science quarterly**, v. 48, n. 1, p. 94-118, 2003.

Encontro 13 (11/06) – Seminário – Sensemaking

MAITLIS, S.. The social processes of organizational sensemaking. **Academy of Management Journal**, v. 48, n. 1, p. 21-49, 2005.

WEICK, K.; SUTCLIFFE, K; OBSTFELD, D. Organizing and the process of sensemaking. **Organization Science**, v. 16, n. 4, p. 409-421, 2005.

WEICK, K. Organized sensemaking: A commentary on processes of interpretive work. **Human Relations**, v. 65, n. 1, p. 141-153, 2012.

Encontro 14 (18/06) – Seminário – Estratégia como prática

BALOGUN, J. et al. Placing strategy discourse in context: sociomateriality, sensemaking, and power. **Journal of Management Studies**, v. 51, n. 2, 2014.

CARTER, C; CLEGG, S.R.; KORNBERGER, M. Strategy as practice? **Strategic Organization**. V. 6, n. 3, p. 83-99, 2008.

VAARA, E.; WHITTINGTON, R.. Strategy-as-practice: taking social practices seriously. **The Academy of Management Annals**, v. 6, n. 1, p. 285-336, 2012.

Encontro 15 (25/06) – Avaliação e encerramento da disciplina

III - MÉTODO

Aulas dialogadas, seminários, discussões e debates

IV - AVALIAÇÃO

Participação individual (30%)

Seminário (35%)

Trabalho final da disciplina (35 %)

V – BIBLIOGRAFIA BÁSICA

ADLER, P.; DU GAY, P.; MORGAN, G.; REED, M. (eds.). **The oxford handbook of sociology, social theory and organization studies, contemporary currents**. Oxford: Oxford University Press, 2014.

ALVESSON, M.; SVENINGSSON, S. **Changing organizational culture**, cultural change work in progress. New York: Routledge, 2008

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CLEGG, S. R.; COURPASSON, D.; PHILLIPS, N. **Power and organizations**. London: Sage, 2006.

CLEGG, S. R.; HAUGAARD, M. **The sage handbook of power**. London: Sage, 2009.

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CLEGG, S.; STABLEIN, R. (eds). **Advances in organization studies**. Slovenia: Korotan Ljubljana, 2008, pp. 38-55.

GARSETH-NESBAKK, L; MELLMVICK, F. (eds.). **Dealing with Expectations and Traditions in Research**, Nordic Open Access Scholarly Publishing (NOASP), 2018.

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GOLSORKHI, D.; ROULEAU, L.; SEIDL, D.; VAARA, E. (eds). **Cambridge handbook of strategy as practice**. Cambridge: Cambridge University Press, 2010.

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NICOLINI, D.; **Practice theory, work, and organization: an introduction**. Oxford: Oxford University Press, 2012.

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