

# **Comparative Professional and Organisational Sociology**

Summer Term 2009

Tuesdays, 10:00-11:00 (plus bloc seminar, 11 July 2009, 9:30-17:00)

Conference room of the Max Planck Institute for the Study of Societies

Paulstr. 3, 50676 Köln

Lecturer: Prof. Dr. Sigrid Quack, Max Planck Institute for the Study of Societies and University of Cologne (office hours upon request)

Tutor: Saskia Nett, Max-Planck-Institute for the Study of Societies

Please address questions related to registration, other organisational matters and passwords to Saskia Nett (forwarded to Sigrid Quack if necessary):

Email: [sn@mpifg.de](mailto:sn@mpifg.de)

Tel: 0221-2767- 248

The first session is on 24 April, 2009.

## **Topics and Subject Matter**

The seminar deals with main concepts and fundamental questions of professional and organisational sociology. These are examined using exemplary international comparative studies. Furthermore, selected studies on the internationalisation of professions and organisations are introduced and discussed. The course aim is to a) examine different theoretical approaches regarding their explanatory power, b) introduce students to the methods of comparative professional and organisational science, and c) develop an understanding of the historic-social contingency and uniqueness of professional and organisational processes.

## **Registration**

The course is addressed to both doctoral students of the Cologne Graduate School as well as diploma and masters students via KLIPS (the maximum number of admissions is 20 students). Doctoral students of the Cologne Graduate School should contact the tutor Saskia Nett via e-mail ([sn@mpifg.de](mailto:sn@mpifg.de)) until 13 March 2009.

## **Requirements for receipt of a "Schein"**

Depending on attendance and language skills of the participants, the seminar will be held in German or English. A good understanding of the English language is required for the readings.

At the core of the seminar is the collective reading and discussion of the texts. All participants are expected to regularly and actively attend, and to prepare one short presentation (as a group or individually).

The following are the requirements for the receipt of a “Schein”:

- Regular attendance
- A (possibly group) oral presentation, introducing the literature for one session
- A 2-page memo/commentary of a further session (in writing)
- A written essay paper (20 pages)

The memo is to be handed in two weeks after the respective session. The essay paper is to be handed to the lecturer until 7 August 2009 in printed AND electronic (e-mail) form.

Diploma students are awarded 5 LP for the seminar, Masters students 6 LP.

The topic of the oral presentation and memo will be assigned in the first session (21 April 2009). Related questions should be discussed with the tutor or lecturer in advance.

## Course Outline

| Date  | Topic  | Sub-topics  | Form                      |
|---|--|---|---------------------------|
| 21.4.   | Introduction, planning   | ---   | Discussion                |
| <b>Professional sociology</b>                   |  |   |                           |
| 28.4.   | Theories of professional sociology                               | Historical development; growing importance of professions after WWII; functionalist view; professional projects as social closure; professions as practical action; competing systems of professions                      | Lecture + discussion      |
| 05.5.   | Classics: Parsons and Abbott                                     | Functionalist Theory; System of professions   | Presentation + discussion |
| 12.5.   | Introduction to international comparative professional sociology | History of the professions in an international comparison; differences in the workplace, in the public realm and in regulation; actor strategies; methods of comparison   | Presentation + discussion |
| <b>Empirical comparative profession studies</b> |  |   |                           |
| 19.5.   | Example 1: jurists   | Professions between market and state, internal differentiation of the profession; comparison of USA, GB, D  | Presentation + discussion |
| 26.5.   | Example 2: engineers   | Professionalisation as a historical process; significance of institutional, cultural and contingent factors; technology and construction cultures; comparison of F, D and GB  | Presentation + discussion |
| 02.6.   | No session – Pentecost   | ---   | ---                       |
| 09.6.   | Example 3: journalists   | Job or profession?; “Professionalism“: Professionalism as ideology and discourse, comparison of F, D, UK  | Presentation + discussion |
| <b>Organisational sociology</b>                 |  |   |                           |
| 16.6.   | Theories of org. sociology                                       | Significance of organisations for societies and organisation of work; historical development; contingency theory; organisations as rational, natural and open systems; micropolitics; comparison of complex organisations | Lecture + discussion      |
| 23.6.   | Classics: Weber, Scott, Mintzberg                                | Bureaucratic organisation; conflicts; specialisation and bureaucracy; organisations as rational, natural and open systems; professional bureaucracy   | Presentation + discussion |
| 30.6.   | Introduction to international comparative org. sociology         | Function-, task- and control-specific organisational comparison; institutional and culturalist approaches to international comparison   | Presentation + discussion |
| <b>Empirical comparative org. studies</b>       |  |   |                           |
| 07.7.   | Example 1: companies in productive enterprise                    | Institutional and cultural effects on factory organisation; comparison of F, D, UK; UK und Japan  | Presentation + discussion |

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| <b>Block seminar</b><br><b>11.7.</b><br><b>(9:30-17:00)</b> | Example 2: law offices                                  | Internationalisation; actors, action and institutional change in professional organisations; path-dependency and hybridisation; comparison between organisations and countries (D, GB) | Presentation + discussion |
|   | Example 3: Newspaper publishing houses and universities | Differences and changes in the task-orientation of organisations, exemplified by knowledge-intensive services; comparison of service domains   | Presentation + discussion |
|   | <b>Methodological aspects and current trends</b>        |  |                           |
|   | Professional work in organisations                      | From the collective principle to the management of professional organisations; de-professionalisation by bureaucratic organisation; example: academics and universities                | Presentation + discussion |
|   | Potential and problems of comparative research          | Comparison of the “uncomparable“; qualitative and quantitative research designs; generalisations of case studies   | Presentation + discussion |
|   | <b>Conclusion</b>                                       |  |                           |
|   |   | Synthesis; questions; feedback   | Discussion                |

All literature listed below is available from the library of the Max Planck Institute for the Study of Societies (opening hours: Monday to Friday, 9:00-16:30). In addition, the required readings will be made available in advance of the sessions as PDF files on the lecturer’s home page ([http://www.mpifg.de/people/sq/lehre\\_de.asp](http://www.mpifg.de/people/sq/lehre_de.asp)). For download username and password are required (to be sent out after course registration or if requested from [sn@mpifg.de](mailto:sn@mpifg.de)).

## Required reading

| Date                          | Topic                              | Literature  |
|-------------------------------|------------------------------------|---|
| 21.4.                         | Introduction, planning             | Verschiedene Texte aus Enzyklopädien zu „Professionen“ und „Organisation“   |
| <b>Professional sociology</b> |                                    |   |
| 28.4.                         | Theories of professional sociology | <b>Macdonald, Keith M.</b> (1995): <i>The Sociology of the Professions</i> . London: Sage Publications, S. 1-35.<br><b>Schmeiser, Martin</b> (2006): <i>Soziologische Ansätze der Analyse von Professionen, der Professionalisierung und des professionellen Handelns</i> . Soziale Welt 57(3), S. 295-318.   |
| 05.5.                         | Classics: Parsons and Abbott       | <b>Abbott, Andrew</b> (1988): <i>The system of professions. An essay on the division of expert labor</i> . Chicago: University of Chicago Press, S. 33-114.<br><b>Parsons, Talcott</b> (1968): <i>Professions</i> . In: International encyclopedia of the social sciences. Edited by David L. Sills. New York: Macmillan, S. 536-547.<br><b>Tolbert, Pamela</b> (1990): <i>Review: The System of Professions: An Essay on the Division of Expert Labour</i> . Administrative Science Quarterly, 32 (2), S. 410-413. |

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| 12.5.   | Introduction to international comparative professional sociology | <p><b>Neal, Mark und John Morgan</b> (2000): <i>The Professionalization of Everyone? A Comparative Study of the Development of the Professions in the United Kingdom and Germany</i>. European Sociological Review, 16 (1), S. 9-26.</p> <p><b>Littek, Wolfgang, Ulrich Heisig und Christel Lane</b> (2005): <i>Die Organisation professioneller Arbeit in Deutschland. Ein Vergleich mit England</i>. In: Thomas Klatetzki and Veronika Tacke (Hrsg.): <i>Organisation und Profession</i>. Wiesbaden: Verlag für Sozialwissenschaften, S. 73-118.</p>  |
| <b>Empirical comparative profession studies</b> |  |   |
| 19.5.   | Example 1: jurists   | <p><b>Rüschemeyer, Dietrich</b> (1976): <i>Juristen in Deutschland und in den USA. Eine vergleichende Untersuchung von Anwaltschaft und Gesellschaft</i>. Stuttgart: Ferdinand Enke Verlag. S. 25-115, 176-185.</p> <p><b>Siegrist, Hannes</b> (1983): <i>Gebremste Professionalisierung - Das Beispiel der Schweizer Rechtsanwaltschaft im Vergleich zu Frankreich und Deutschland im 19. und frühen 20. Jahrhundert</i>. In: Werner Conze and Jürgen Kocka (Hrsg.): <i>Bildungsbürgertum im 19. Jahrhundert. Teil I. Bildungssystem und Professionalisierung in internationalen Vergleichen</i>, Stuttgart: Klett-Cotta, S. 301-331.</p> <p>Alternativ in Englisch:</p> <p><b>Siegrist, Hannes</b> (1990): <i>Public Office or Free Profession? German Attorneys in the Nineteenth and Early Twentieth Century</i>. In: Geoffrey Cocks und Konrad H. Jarausch (Hrsg.) <i>German Professions, 1800-1950</i>. New York: Oxford University Press, S. 46-65.</p>                        |
| 26.5.   | Example 2: engineers   | <p><b>Grelon, André</b> (1994): <i>Die deutschen Ingenieure aus französischer Sicht, 1770-1990</i>. In: Peter Lundgreen and André Grelon (Hrsg.): <i>Ingenieure in Deutschland, 1770-1990</i>. Frankfurt a. M: Campus Verlag., S. 369-386.</p> <p><b>König, Wolfgang</b> (1999): <i>Zusammenfassung: Technik- und Konstruktionskulturen in Großbritannien, den USA, Frankreich und Deutschland</i>. In: Wolfgang König (Hrsg.): <i>Künstler und Strichezieher. Konstruktions- und Technikkulturen im deutschen, britischen, amerikanischen und französischen Maschinenbau zwischen 1850 und 1930</i>. Frankfurt am Main: Suhrkamp, S. 218-232.</p> <p><b>Zeitlin, Jonathan</b> (2001): <i>Re-forming Skills in British Engineering, 1900-1940: A Contingent Failure</i>. In: Gérard Gayot und Philippe Minard (Hrsg.): <i>Les ouvriers qualifiés de l'industrie (XVIe-XXe siècle). Formation, emploi, migrations</i>. Lille: Revue du Nord, Collection Histoire no. 15, S.179-90.</p> |
| 02.6.   | No session – Pentecost   | ---   |
| 09.6.   | Example 3: journalists   | <p><b>Requate, Jörg</b> (2002): <i>Journalismus als Beruf. Entstehung und Entwicklung des Journalistenberufs im 19. Jahrhundert. Deutschland im internationalen Vergleich</i>. Göttingen: Vandenhoeck &amp; Ruprecht. S. 12-50, 110-131, 237-242, (393-407)</p> <p><b>Aldridge, Meryl und Julia Evetts</b> (2003): <i>Rethinking the Concept of Professionalism: The Case of Journalism</i>. British Journal</p>  |

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|  |  | of Sociology 54 (4), S. 547-564.   |
| <b>Organisational sociology</b>                              |  |  |
| <b>16.6.</b>   | Theories of org. sociology                               | <p><b>Schimank, Uwe</b> (1994): <i>Organisationssoziologie</i>. In: Harald Kerber und Arnold Schmieder (Hrsg.): <i>Spezielle Soziologien. Problemfelder, Forschungsbereiche, Anwendungsorientierungen</i>. Reinbek bei Hamburg: Rowohlt, S. 240-249.</p> <p><b>Scott, W. Richard</b> (1986): <i>Grundlagen der Organisationstheorie</i>. Frankfurt am Main: Campus Verlag, S. 53-88.</p>   |
| <b>23.6.</b>   | Classics: Weber, Scott, Mintzberg                        | <p><b>Scott, W. Richard</b> (1986): <i>Grundlagen der Organisationstheorie</i>. Frankfurt am Main: Campus Verlag, S. 23-52.</p> <p><b>Weber, Max</b> (1976): <i>Wirtschaft und Gesellschaft</i> (hrsg. von Johannes Winkelmann). Tübingen: J.C.B. Mohr (Paul Siebeck), S. 125-129 und 551-579.</p> <p><b>Mintzberg, Henry</b> (1992) <i>Die Mintzberg-Struktur. Organisationen effektiver gestalten</i>. Landsberg/Lech: Verlag Moderne Industrie. S. 255-286.</p>   |
| <b>30.6.</b>   | Introduction to international comparative org. sociology | <p><b>Hofstede, Gert</b> (1985): <i>The Interaction between national and organizational value systems</i>. Journal of Management Studies 22 (4), S. 347-357.</p> <p><b>Whitley, Richard</b> (1999): <i>Divergent capitalisms. The social structuring and change of business systems</i>. Oxford: Oxford Univ. Press. S. 65-87.</p>   |
| <b>Empirical comparative org. studies</b>                    |  |  |
| <b>07.7.</b>   | Example 1: companies in productive enterprise            | <p><b>Sorge, Arndt</b> (1991): <i>Strategic Fit and the Societal Effect: Interpreting Cross-National Comparisons of Technology, Organization and Human Resources</i>. Organization Studies 12 (2), S.161-190.</p> <p><b>Hamilton, Gary G. und Nicole Woolsey Biggart</b> (1988): <i>Market, culture, and authority</i>. American Journal of Sociology 94 (supplement), S. 52-94.</p>   |
| <b>Block-seminar</b><br><b>11.7.</b><br><b>(9.30-17 Uhr)</b> | Example 2: law offices                                   | <p><b>Morgan, Glenn und Sigrid Quack</b> (2005): <i>Institutional Legacies and Firm Dynamics: The Growth and Internationalization of UK and German Law Firms</i>. Organization Studies 26(12), S. 1765-1785.</p> <p><b>Faulconbridge, James und Daniel Muzio</b> (2008): <i>Organizational professionalism in globalizing law firms</i>. Work Employment Society 22(7), S. 7-25.</p>   |
|  | Example 3: Newspaper publishing houses and universities  | <p><b>Engels, Maria</b> (2004): <i>Eine Annäherung an die Universität aus organisationstheoretischer Sicht</i>. Die Hochschule 1, S.12-29.</p> <p><b>Engwall, Lars</b> (1986): <i>Newspaper Adaptation to a Changing Social Environment: A Case Study of Organizational Drift as a Response to Resource Dependence</i>. European Journal of Communication 1, S. 327-341.</p> <p><b>Pellert, Ada</b> (1999): <i>Die Universität als Organisation. Die Kunst, Experten zu managen</i>. Wien: Böhlau, S. 108-160.</p> |

| Methodological aspects and current trends      |  |
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| Professional work in organisations             | <p><b>Scott, W. Richard</b> (1968): <i>Konflikte zwischen Spezialisten und bürokratischen Organisationen</i>. In: Renate Mayntz (Hrsg.): <i>Bürokratische Organisation</i>. Köln: Kiepenheuer &amp; Witsch. S. 201-216.</p> <p><b>Schimank, Uwe</b> (2005): <i>Die akademische Profession und die Universitäten: "New Public Management" und eine drohende Entprofessionalisierung</i>. In: Thomas Klatetzki and Veronika Tacke (Hrsg.): <i>Organisaiton und Profession</i>. Wiesbaden: Verlag für Sozialwissenschaften, S. 143-164.</p> <p>Alternativ in Englisch:</p> <p><b>C. R. Hinings und John L. Brown</b> (1991): <i>Change in an autonomous professional organization</i>. <i>Journal of Mangement Studies</i> 28(4), S. 375-393.</p> |
| Potential and problems of comparative research | <p><b>Heidenreich, Martin</b> (1991): <i>Verallgemeinerungsprobleme in der international vergleichenden Organisationsforschung</i>. In: Martin Heidenreich und Gert Schmidt (Hrsg.): <i>International vergleichende Organisationsforschung</i>. Opladen: Westdeutscher Verl., S. 48-66.</p> <p><b>Müller, Frank</b> (1994): <i>Societal Effect, Organizational Effect and Globalization</i>. <i>Organization Studies</i> 15(3), S. 407-428.</p> <p><b>Guillén, Mauro F.</b> (1994): <i>Models of Management</i>. Chicago: University of Chicago Press, S. 1-29,</p>  |
| Conclusion                                     | ---  |

The Syllabus was compiled using following source:

MIT OpenCourse Ware, Course 15.342J / 11.262J, Organizations and Environments, Instructor:  
Prof. Pablo Boczkowski.

<http://ocw.mit.edu/OcwWeb/Sloan-School-of-Management/15-342JFall-2004/CourseHome/index.htm>



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Comparative sociology may be defined as that field which is concerned with the systematic and explicit comparison of social phenomena in two or more societies. Cross-societal (cross-cultural, cross-national) comparison is the essential ingredient; intra-societal comparisons may or may not be made concurrently with cross-societal comparisons. Studies which are clearly excluded from comparative sociology as defined are those which make intra-societal comparisons-e.g., between middle and working class voting patterns in one society-without also making cross-societal comparisons. Even with this s... Comparative Sociology is an international scholarly journal, published in six issues per year, dedicated to advancing comparative sociological analyses of societies and cultures, institutions and organizations, groups and collectivities, networks and interactions. All submissions for articles are peer-reviewed double-blind. The journal publishes book reviews and theoretical presentations, conceptual analyses and empirical findings at all levels of comparative sociological analysis, from global and cultural to ethnographic and interactionist. Join the conversation about this journal. Quartiles. 2000 2002 2004 2006 2008 2010 2012 2014 2016 2018 Sociology and Political Science. The set of journals have been ranked according to their SJR and divided into four equal groups, four quartiles. Comparative organizational analysis once dominated American organizational sociology, grounded in rich case studies about organizational processes and outcomes. The Columbia school's approach to organizational research was exemplary in this regard. Following the publication of Robert K. Merton's (1940) essay, "Bureaucratic Structure and Personality," he attracted a group of talented doctoral students to his formal organizations seminar (Crothers, 1990), the core of whom would go on to write dissertations, books, and articles forming the substance of American organizational sociology in the decades to come. Among those students were Philip Selznick, Alvin Gouldner, Peter Blau, Seymour Martin Lipset, Rose Coser, and James Coleman. service, sociology of professions and professional groups, sociology of social changes, and also the theory of social self-organization. As special sociological methods the comparative analysis, generalization, method of expert evaluations, the analysis of normative documents, modeling of social processes were used. Regulatory legal base of research made legislative and regulations of the Russian Federation: Constitution of the Russian Federation, federal laws of the Russian Federation; decrees of the President of the Russian Federation, resolution of the Government of the Russian Federation; ...