

**Scuola Superiore Meridionale**

**Università degli Studi di Napoli Federico II**

**PhD course in Law and Organizational Studies for People with Disability**

**a.y. 2022/23**

### **Introduction to fundamental courses**

The courses work of the SSM Area in “Law and Organizational Studies for People with Disability”, from November 2022 to January 2023, consists of some Fundamentals.

The courses are addressed to doctoral students and undergraduate students, coming from any research area of the School. The final evaluation will take into account the students’ different educational level.

The aim of these lectures is to introduce students to some theoretical premises of Law and Organizational Studies, in order to acquire some fundamental knowledge and skills that characterizes this LOSPD Area. It is therefore expected that each student would get a conceptual spectrum such rich to consider the Person with disability in its uniqueness and in a multidimensional vision.

All courses have the following common features: the first two introductory lectures will address some epistemological premises to the human and social sciences. For each course these epistemological premises will then be declined in the specific fields of Law and Organizational Studies.

In this way, the premises of philosophy of knowledge that hold together and connect Law and Organizational Studies will be clarified.

Moreover, all lectures follow the same didactic methodology: each lecture includes some mandatory readings for all students that they will have discuss with the teacher during the lessons, following the assigned tasks. Therefore, it is considered essential that students with a juridical background have full ability to manage the contents of organizational studies courses and - seemingly - all students of Organizational studies have full ability to manage the contents of Law courses.

The required standards will be differentiated for undergraduate and doctoral students.

## **Course: "Organization theory"**

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### **Course description**

The course is part of the PhD program fundamentals and it is open to doctoral students and first year students of SSM. It is aimed to introduce the major theoretical approaches and debates in organizational theory, considering contributes that draw on sociology, economics, linguistics, psychology, and political science to explain the basic building blocks of modern organizations. The course provides a roadmap to roam the field of organizational theory. Accordingly, we will start with the classics and then trace the history of ideas as the field has evolved to the present. Organization Theory course covers subjects as: organizations as social and economic actors, how individuals behave within organizations, and how to conceptualize organizations. Ontological, epistemological, and methodological questions are also dealt during the course in relation to organization theory.

### **Aims**

At the end of the course the students will be able to:

- to understand the origins and role of main organizational theories;
- to familiarize with theories employment in research projects;
- to understand the most relevant issues in writing and publishing theoretical research.

### **Learning methods**

- students will have to read before classes the mandatory readings
- classes will be based on discussions between the professor and students regarding the main issues emerging from the background readings. Furthermore, students will have to highlight the main strengths and weaknesses of the assigned readings
- all students are expected to actively participate in the debate providing comments and raising questions on the issues discussed in class
- doctoral students will undertake a practical research project that will require theories use. The work will be presented during the final class.

### **Course material**

The course material will consist of book chapters, methodological and empirical journal articles. In addition to the required readings listed for each session, further readings will be suggested for deepening the knowledge on specific methods and techniques.

## Exam & Evaluation

Doctoral students' evaluation will be based on their constructive participation in class and the final presentation. Undergraduate students will agree the evaluation method with the professor during the course.

## Detailed program

<b>Class 1</b> 3/11/2022 17:00-19:00	<i>Fundamentals of Epistemology in Social Research: Legal Profiles: organizational theories I</i>
Mandatory Readings	<ul style="list-style-type: none"><li>Czarniawska, B. (2008), <i>A theory of organizing</i>, Cheltenham, UK: EE [trad. it.], <i>Per una teoria dell'organizzare</i> (a cura di Luigi Maria Sicca), Napoli: Editoriale Scientifica</li></ul>

<b>Class 2</b> 4/11/2022 17:00-19:00	<i>Fundamentals of Epistemology in Social Research: Legal Profiles: organizational theories II</i>
Mandatory Readings	<ul style="list-style-type: none"><li>Czarniawska, B. (2008), <i>A theory of organizing</i>, Cheltenham, UK: EE [trad. it.], <i>Per una teoria dell'organizzare</i> (a cura di Luigi Maria Sicca), Napoli: Editoriale Scientifica</li></ul>

<b>Class 3</b> 7/11/2022 15:00-17:00	<i>Classic Theories I</i>
Mandatory Readings	<ul style="list-style-type: none"><li>Bonazzi, G. (2008), <i>Storia del pensiero organizzativo</i>, Milano: Francoangeli</li></ul>
Optional readings	<ul style="list-style-type: none"><li>Jo Hatch, M. (2013), <i>Organization theory: Modern, symbolic and postmodern perspectives</i>, Oxford: OUP [trad. it.] <i>Teoria dell'organizzazione</i>, Bologna: Il mulino.</li></ul>

<b>Class 4</b> 10/11/2022 17:00-19:00	<i>Classic Theories II</i>
Mandatory Readings	<ul style="list-style-type: none"><li>Bonazzi, G. (2008), <i>Storia del pensiero organizzativo</i>, Milano: Francoangeli</li></ul>
Optional readings	<ul style="list-style-type: none"><li>Jo Hatch, M. (2013), <i>Organization theory: Modern, symbolic and postmodern perspectives</i>, Oxford: OUP [trad. it.] <i>Teoria dell'organizzazione</i>, Bologna: Il mulino.</li></ul>

<b>Class 5</b> 17/11/2022 17:00-19:00	<i>Actor Network Theory</i>
Mandatory Readings	<ul style="list-style-type: none"> <li>Czarniawska, B. (2008), <i>A theory of organizing</i>, Cheltenham, UK: EE [trad. it.], <i>Per una teoria dell'organizzare</i> (a cura di Luigi Maria Sicca), Napoli: Editoriale Scientifica.</li> </ul>

<b>Class 6</b> 21/11/2022 17:00-19:00	<i>Organizational Aesthetic</i>
Mandatory Readings	<ul style="list-style-type: none"> <li>Gagliardi, P. (1996). Exploring the aesthetic side of organizational life. In S. Clegg, C. Hardy, T. Lawrence, <i>The sage handbook of organization studies</i>. London: Sage</li> </ul>
Optional readings	<ul style="list-style-type: none"> <li>Strati, A. (2019), "<i>Organizational Theory and Aesthetic Philosophie</i>", London: Sage</li> </ul>

<b>Class 7</b> 24/11/2022 17:00-19:00	<i>Diversity in organization</i>
Mandatory Readings	<ul style="list-style-type: none"> <li>Shore, L. M., Randel, A. E., Chung, B. G., Dean, M. A., Holcombe Ehrhart, K., &amp; Singh, G. (2011). Inclusion and diversity in work groups: A review and model for future research. <i>Journal of management</i>, 37(4), 1262-1289</li> </ul>

<b>Class 8</b> 1/12/2022 17:00-19:00	<i>Narrative theories</i>
Mandatory Readings	<ul style="list-style-type: none"> <li>Shore, L. M., Randel, A. E., Chung, B. G., Dean, M. A., Holcombe Ehrhart, K., &amp; Singh, G. (2011). Inclusion and diversity in work groups: A review and model for future research. <i>Journal of management</i>, 37(4), 1262-1289</li> </ul>

<b>Class 9</b> 15/12/2022 17:00-19:00	<i>Organizational identity</i>
Mandatory Readings	<ul style="list-style-type: none"> <li>Ashforth, B. E., &amp; Mael, F. (1989). Social identity theory and the organization. <i>Academy of management review</i>, 14 (1), 20-39</li> </ul>

<b>Class 10</b> 22/12/2022 17:00-19:00	<i>Organizational discourse</i>
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Mandatory Readings	<ul style="list-style-type: none"><li data-bbox="472 181 1422 306">• Fairclough N. (2005), <i>Peripheral Vision: Discourse Analysis in Organization Studies: The Case for Critical Realism</i>. <i>Organization Studies</i>:26(6):915-939. doi:10.1177/0170840605054610</li></ul>
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