

Organization and Management Theory / 組織與管理理論 (Fall 2023)

Monday 13:20~16:00@ R833, TSMC Building

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CLASS SCHEDULE

- Week 1 (Sep 11): Introduction
- Week 2 (Sep 18): OMT-1
- Week 3 (Sep 25): OMT-2
- Week 4 (Oct 2): OMT-3
- Week 5 (Oct 9): National Day Holidays
- Week 6 (Oct 16): OMT-4
- Week 7 (Oct 23): OMT-5
- Week 8 (Oct 30): OMT-6
- Week 9 (Nov 6): OMT-7, Preliminary research proposal
- Week 10 (Nov 13): OMT-8
- Week 11 (Nov 20): OMT-9
- Week 12 (Nov 27): OMT-10
- Week 13 (Dec 4): No Class (Need to attend either TFSC conference@NTHU on Oct 28/29
or 管一成果發表會@ 東海大學 on Dec 8)
- Week 14 (Dec 11): OMT-11
- Week 15 (Dec 18): OMT-12
- Week 16 (Dec 25): OMT-14, Term paper presentation

Appendix B: Generic Course Structure¹

OMT-1: Knowing the Field/People

- 洪世章，2009，「台灣的管理學術研究：回顧過去，展望未來」，組織與管理，2(2)：3-15。
- 洪世章，2016，創新六策：寫給創新者的關鍵思維。台北：聯經。
- 洪世章，2021，打造創新路徑：改變世界的台灣科技產業。台北：聯經。
- Hung, S.-C., & Whittington, R. 1997. Strategies and institutions: A pluralistic account of strategies in the Taiwanese computer industry. *Organization Studies*, 18(4): 551-575.
- Hung, S.-C. 2002. Mobilising networks to achieve strategic difference. *Long Range Planning*, 35(6): 591-613.
- Hung, S.-C. 2004. Explaining the process of innovation: The dynamic reconciliation of action and structure. *Human Relations*, 57(11): 1479-1497.
- Hung, S.-C., & Whittington, R. 2011. Agency in national innovation systems: Institutional entrepreneurship and the professionalization of Taiwanese IT. *Research Policy*, 40(4): 526-538.
- Hung, S.-C., & Tu, M.-F. 2014. Is small actually big? The chaos of technological change. *Research Policy*, 43(7): 1227-1238.
- Lee, C.-K., & Hung, S.-C. 2014. Institutional entrepreneurship in the informal economy: China's shan-zhai mobile phones. *Strategic Entrepreneurship Journal*, 8(1): 16-36.
- Hung, S.-C., Lai, J.-Y., & Liu, J. S. 2022. Mapping technological trajectories as the main paths of knowledge flow: Evidence from printers. *Industrial and Corporate Change*, 31(3): 863-889.

OMT-2: An Overview of OMT

- Burrell, G. and Morgan, G. 1979. Sociological paradigm and organizational analysis. London, UK: Heinemann.
- Lounsbury, M., & Beckman, C. M. 2015. Celebrating organization theory. *Journal of Management Studies*, 52(2): 288-308.
- Oswick, C., Fleming, P., and Hanlon, G. 2011. From borrowing to blending: Rethinking the processes of organizational theory building. *Academy of Management Review*, 36: 318-337.
- Pfeffer, J. 1993. Barriers to the advance of organizational science: Paradigm development as a dependent variable. *Academy of Management Review*, 18(4): 599-620.

OMT-3: Behavioral Perspective

¹ Papers/books marked red are compulsory readings.

- Cohen, M.D., March, J.G. & Olsen, J.P. 1972. A garbage can model of organizational choice. *Administrative Science Quarterly*, 17: 1-25.
- Cyert, R. M., & March, J. G. 1963. *A behavioral theory of the firm*. Englewood Cliffs, NJ: Prentice Hall.
- Eggers, J. & Kaplan, S. 2009. Cognition and renewal: Comparing CEO and organizational effects on incumbent adaptation to technical change. *Organization Science*, 20(2): 461-477.
- **Gavetti, G., Greve, H. R., Levinthal, D. A., & Ocasio, W. 2012. The behavioral theory of the firm: Assessment and prospects. *Academy of Management Annals*, 6(1): 1-40.**
- Levitt, B. & March, J. G. 1988. Organizational learning. *Annual Review of Sociology*, 14: 319-340.
- Ocasio, W. 1997. Towards an attention-based view of the firm. *Strategic Management Journal*, 18(S1): 187-206.
- Puranam, P., Stieglitz, N., Osman, M., & Pillutla, M. M. 2015. Modelling bounded rationality in organizations: Progress and prospects. *Academy of Management Annals*, 9(1): 337-392.

OMT-4: Resource Dependence and Power

- Christensen, C. M., & Bower, J. L. 1996. Customer power, strategic investment, and the failure of leading firms. *Strategic Management Journal*, 17(3): 197-218.
- Lawrence, P. R. 1967. Differentiation and integration in complex organizations. *Administrative Science Quarterly*, 12: 1-47.
- Lincoln, J. R., Gerlach, M. L., and Takahashi, P. 1992. Keiretsu networks in the Japanese economy: A dyad analysis of intercorporate ties. *American Sociological Review*, 57: 561-585.
- Pfeffer, J., & Salancik, G. 1978. *The external control of organizations: A resource dependence perspective*. New York: Harper and Row.
- Wry, T., Cobb, J.A. & Aldrich, H.E. 2013. More than a metaphor: Assessing the historical legacy of resource dependence and its contemporary promise as a theory of environmental complexity. *Academy of Management Annals*, 7: 439-486.
- **Santos, F.M., Eisenhardt, K.M. 2009. Constructing markets and shaping boundaries: Entrepreneurial agency in nascent fields. *Academy of Management Journal*, 52: 643-671.**

OMT-5: Institutional Theory

- Battard, N., Donnelly, P. F., & Mangematin, V. 2017. Organizational responses to institutional pressures: Reconfiguration of spaces in nanosciences and nanotechnologies. *Organization Studies*, 38(11): 1529-1551.
- Cobb, J. A., Wry, T., and Zhao, E. Y. 2016. Funding financial inclusion: Institutional logics and the contextual contingency of funding for microfinance organizations. *Academy of Management Journal*, 59: 2103-2131.

- DiMaggio, P.J. and W.W. Powell. 1983. The iron cage revisited: Institutional isomorphism and collective rationality in organizational fields. *American Sociological Review*, 48(2): 147-160.
- Durand, R., & Thornton, P. H. 2018. Categorizing institutional logics, institutionalizing categories: A review of two literatures. *Academy of Management Annals*, 12(2): 631-658.
- Glynn, M. A., & D'Aunno, T. 2023. An intellectual history of institutional theory: Looking back to move forward. *Academy of Management Annals*, 17(1): 301-330.
- Hardy, C., & Maguire, S. 2017. Institutional entrepreneurship and change in fields. In R. Greenwood, C. Oliver, T. Lawrence & R. Meyer (Eds.), *The SAGE handbook of organizational institutionalism* (2nd edition). Thousand Oaks, CA/London: Sage.
- Mair, J., Mayer, J., & Lutz, E. 2015. Navigating institutional plurality: Organizational governance in hybrid organizations. *Organization Studies*, 36(6): 713-739.
- Marquis, C., & Raynard, M. 2015. Institutional strategies in emerging markets. *The Academy of Management Annals*, 9(1): 291-335.
- Scott, W. R. 2001. *Institutions and organizations*, 2nd edition. Thousand Oaks, CA: Sage.
- Thornton, P. H., & Ocasio, W. 1999. 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(3): 801-843.
- Thornton, P. H., & Ocasio, W. 2008. Institutional logics. *The Sage handbook of organizational institutionalism*, 840(2008): 99-128.

OMT-6: Communicative Perspective

- Boje, D. M. 1991. The storytelling organization: A study of story performance in an office-supply firm. *Administrative Science quarterly*, 106-126.
- Cornelissen, J. P., & Werner, M. D. 2014. Putting framing in perspective: A review of framing and frame analysis across the management and organizational literature. *Academy of Management Annals*, 8(1): 181-235.
- Cornelissen, J. P., Durand, R., Fiss, P. C., Lammers, J. C., & Vaara, E. 2015. Putting communication front and center in institutional theory and analysis. *Academy of Management Review*, 40(1): 10-27.
- Green Jr, S., & Li, Y. 2011. Rhetorical institutionalism: Language, agency, and structure in institutional theory since Alvesson 1993. *Journal of Management Studies*, 48(7): 1662-1697.
- Ocasio, W., Laamanen, T., & Vaara, E. 2018. Communication and attention dynamics: An attention-based view of strategic change. *Strategic Management Journal*, 39(1): 155-167.
- Schoeneborn, D., Kuhn, T. R., & Kärreman, D. 2019. The communicative constitution of organization, organizing, and organizationality. *Organization Studies*, 40(4): 475-496.
- Scott, C. R & Lewis, L. K. (Eds.). 2017. *International encyclopedia of organizational communication*. Hoboken, NJ: Wiley.

- Suddaby, R., Israelsen, T., Robert Mitchell, J., & Lim, D. S. 2023. Entrepreneurial visions as rhetorical history: A diegetic narrative model of stakeholder enrollment. *Academy of Management Review*, 48(2): 220-243.
- Vaara, E., Sonenshein, S., & Boje, D. 2016. Narratives as sources of stability and change in organizations: Approaches and directions for future research. *Academy of Management Annals*, 10(1): 495-560.

OMT-7: Preliminary research proposal

- Present your research ideas (motivation; purpose of study; methods; contributions); 10 minutes plus Q&A.

OMT-8: Transaction Cost Theory

- Cuypers, I. R., Hennart, J. F., Silverman, B. S., & Ertug, G. 2021. *Transaction cost theory: Past progress, current challenges, and suggestions for the future*. *Academy of Management Annals*, 15(1): 111-150.
- Williamson, O. E. 1981. The economics of organization: The transaction cost approach. *American Journal of Sociology*, 87(3): 548-577.
- Williamson, O. E. 1991. Comparative economic organization: The analysis of discrete structural alternatives. *Administrative Science Quarterly*, 269-296.
- Williamson, O. E. 1991. Strategizing, economizing, and economic organization. *Strategic management journal*, 12(S2): 75-94.

OMT-9: Complexity Theory

- Benbya, H., Nan, N., Tanriverdi, H., & Yoo, Y. 2020. Complexity and information systems research in the emerging digital world. *MIS Quarterly*, 44(1): 1-17.
- Gleick, J., 1987. *Chaos: Making a new science*. Penguin Books, New York.
- Levy, D., 1994. Chaos theory and strategy: Theory, application, and managerial implications. *Strategic Management Journal*, 15(S2): 167-178.
- Brown, S. L., & Eisenhardt, K. M. 1997. The art of continuous change: Linking complexity theory and time-paced evolution in relentlessly shifting organizations. *Administrative science quarterly*, 1-34.
- Burgelman, R.A., & Grove, A.S., 2007. Let chaos reign, then rein in chaos—repeatedly: Managing strategic dynamics for corporate longevity. *Strategic Management Journal*, 28(10): 965–979.
- Bingham, C. B., & Eisenhardt, K. M. 2011. Rational heuristics: The ‘simple rules’ that strategists learn from process experience. *Strategic Management Journal*, 32(13): 1437-1464.

OMT-10: Networks and Embeddedness

- Granovetter, M. 1985. Economic action and social structure: The problem of embeddedness. *American Journal of Sociology*, 91(3): 481-510.

- Hallen, B. L., Davis, J. P., & Murray, A. 2020. Entrepreneurial network evolution: Explicating the structural localism and agentic network change distinction. *Academy of Management Annals*, 14(2): 1067-1102.
- Shipilov, A., & Gawer, A. 2020. Integrating research on interorganizational networks and ecosystems. *Academy of Management Annals*, 14(1): 92-121.

OMT-11: Evolutionary Theory and Path Dependence

- Garud, R., Tuetscher, P., & Van de Ven, A. H. 2013. Perspectives on innovation processes. *Academy of Management Annals*, 7(1): 775-819.
- Grodal, S., Krabbe, A. D., & Chang-Zunino, M. 2023. The evolution of technology. *Academy of Management Annals*, 17(1): 141-180.
- Hannan, M. T. and Carroll, G. L. 1995. An introduction to organizational ecology. In G. R. Carroll and M. T. Hannan (Eds.), *Organizations in industry: Strategy, structure and selection*: 17-31. New York: Oxford University Press.

OMT-12: Practice Perspective

- Smets, M., Aristidou, A., & Whittington, R. 2017. Towards a practice-driven institutionalism. *The Sage handbook of organizational institutionalism*, 365-391.
- Vaara, E., & Whittington, R. 2012. Strategy-as-practice: Taking social practices seriously. *Academy of Management Annals*, 6(1): 285-336.
- Whittington, R. 2006. Completing the practice turn in strategy research. *Organization Studies*, 27(5): 613-634.

OMT-13: Emerging Fields of Thinking

- Csaszar, F. A., & Steinberger, T. 2022. Organizations as artificial intelligences: The use of artificial intelligence analogies in organization theory. *Academy of Management Annals*, 16(1): 1-37.
- Raisch, S., & Krakowski, S. 2021. Artificial intelligence and management: The automation–augmentation paradox. *Academy of Management Review*, 46(1): 192-210.

OMT-14: Term paper presentation

- Term paper should demonstrate enough depth for a full paper submission at international conference.

Appendix B: Keyword List, by OMT Division, Academy of Management

(<https://omt.aom.org/ourlibrary/new-item>)

Below is a list of keywords used to classify papers submitted to the Academy of Management Annual Meeting. Updated as of Jan 9, 2022.

Level of Analysis

- Ecological; Population or Field
- Group; Team
- Individual; Social-Psychological
- Industry
- Organization; Structure
- Societal; Transnational

Methods

- Archival or Historical
- Experimental (Lab or Field)
- Empirical, Big Data
- Empirical, Qualitative
- Empirical, Quantitative
- Empirical, Ethnography
- Empirical, Qualitative Comparative Analysis
- Mixed Methods
- Simulation
- Theoretical/Conceptual (No Data)

Theories

- Institutional Theory
- Behavioral Theory and Decision Making
- Sensemaking and Cognition
- Networks and Embeddedness
- Practice Theory
- Social Movement Theory
- Power / Resource Dependence
- Upper Echelons Theory
- Agency Theory
- Complexity and Systems Theory
- Evolutionary Theory, Path Dependence and Imprinting
- Ecology (Organizational, Population, Community)
- Performativity
- Transaction Cost Economics
- Critical Theory
- Actor-Network Theory / Science and Technology Studies

Topics

- Entrepreneurship
- Institutional Logics/Complexity
- Institutional Processes
- Change
- Innovation and Creativity

- Social Responsibility and Ethics
- Strategy and Strategizing
- Culture
- Economic Sociology
- Organizational Design, Structure and Control
- Organizational Identity
- Societal Impact / Grand Challenges
- Categories and Categorization
- Status and Reputation
- Learning, Adaptation, Routines, and Knowledge Management
- Process Organization Studies
- Diffusion and Adoption
- Corporate Governance
- Occupations, Professions and Work
- Leadership
- Inequality/Stratification
- Social Capital
- Technology and Open Innovation
- Interorganizational Relations
- Discourse, Rhetoric, Communication
- Capabilities and Competencies
- Trust and Cooperation
- Diversity
- Groups, Top Management Teams and Executives
- Careers and Mobility
- Communities
- Human Resource Management and Employment Relationship
- Deviance
- Markets and Economies
- Materiality / Visuality
- Social Media
- Performance and Effectiveness
- Paradox Studies