

SIMON FRASER UNIVERSITY

MEMORANDUM

S.84-68

To..... SENATE

From..... SENATE COMMITTEE ON UNDERGRADUATE

..... STUDIES

Subject..... CURRICULUM REVISIONS - BUSINESS
ADMINISTRATION

Date..... NOVEMBER 14, 1984

Action undertaken by the Senate Committee on Undergraduate Studies at its meeting of November 13, 1984 gives rise to the following motion:

MOTION:

"That Senate approve and recommend approval to the Board of Governors, as set forth in S.84-68 , the following changes

Delete BUS. 489-3 Small Groups and Organizations
New course BUS. 483-3 Organizations and Careers
Students who wish to elect Organizational Behaviour
as an area of concentration and who wish to complete
the 'Personnel Stream' may take any two of BUS. 481,
BUS. 482 and BUS. 483"

SIMON FRASER UNIVERSITY

MEMORANDUM

SCUS 84-27

To..... Mr. R. Heath, Secretary
Senate Committee on
Undergraduate Studies
Subject..... Curriculum Revisions

From..... Debbie Walker, Secretary *D. Walker*
Faculty of Business Administration
Undergraduate Curriculum Committee...
Date..... October 22, 1984

The Faculty of Business Administration's Undergraduate Curriculum Committee approved the following motion at its meeting of June 4, 1984:

"That Bus. 489-3, Small Groups and Organizations, be deleted and replaced with Bus. 483-3, Organizations and Careers. Students who wish to elect Organizational Behaviour as an Area of Concentration and who wish to complete the 'Personnel Stream' may take any two of Bus. 481, Bus. 482, and Bus. 483."

Would you please place this item on the agenda of the November 13th meeting of the Senate Committee on Undergraduate Studies.

Thank you.

SIMON FRASER UNIVERSITY

MEMORANDUM

To..... D. Walker

From..... L. Pinfield

O.B. Area Coordinator

Subject..... Changes to Undergraduate Curriculum

Date..... May 17, 1984

The faculty in the Organizational Behaviour area of the Faculty of Business Administration wish to modify our undergraduate course offerings. We wish to delete the course BUS 489 Small Groups and Organizations and to replace it with BUS 483 Organizations and Careers.

BUS 489 has been offered little in the past and has less relevance for faculty and student interests than the proposed BUS 483. The course content for BUS 483 has been 'tested' when it was first taught in Fall, 1983 under the label of BUS 472 - Seminar in Organizational Behaviour. The proposed new course is of interest to several faculty (McShane, Ross, Wexler, & Pinfield) and complements the existing BUS 481 and BUS 482 sequence.

We propose that students wishing to elect Organizational Behaviour as an Area of Concentration and who wish to complete the 'Personnel Stream' be required to take BUS 481 and BUS 483.

I am enclosing for the information of the Undergraduate Curriculum Committee a copy of the course outline and a reading list as the course was taught in Fall, 1983. We anticipate little change from this format.

LP:ds

Encl.

SENATE COMMITTEE ON UNDERGRADUATE STUDIES

NEW COURSE PROPOSAL FORM

1. Calendar Information

Department Business Administration

Abbreviation Code: BUS. Course Number: 483 Credit Hours: 3 Vector: _____

Title of Course: Organizations and Careers

Calendar Description of Course:

This course will examine various perspectives on careers. You will study the processes by which individuals choose, enter, move through, and leave formal organizations. You will also examine the literature which suggests that careers can be managed, either by the individual or by the organization, as well as the literature which suggests that careers occur as a consequence of either random events or previously established social forces.

Nature of Course well as the literature which suggests that careers occur as a consequence of either random events or previously established social forces.

Prerequisites (or special instructions):

Bus. 372 or Bus. 374 and 60 hours

What course (courses), if any, is being dropped from the calendar if this course is approved: BUS. 489

2. Scheduling

How frequently will the course be offered? Twice per year

Semester in which the course will first be offered? 85-3 as Bus. 483

Which of your present faculty would be available to make the proposed offering possible? McShane, Wexler, Ross, Pinfield

3. Objectives of the Course

The key task will be to review, evaluate and synthesize clusters of papers for the purposes of: 1) Identifying the key issues associated with a particular perspective on organizational careers; 2) Developing broader or deeper (or both) theories which relate to the notion of careers; 3) Designing studies which would permit researchers to validate theoretical propositions developed from these syntheses.

4. Budgetary and Space Requirements (for information only)

What additional resources will be required in the following areas:

Faculty None
 Staff None
 Library NONE
 Audio Visual NONE
 Space None
 Equipment None

5. Approval

Date: OCT 22, 1984 OCT 22, 1984

Robert Rogow JC Hoy
 Department Chairman Dean Chairman, SCUS

SC 73-34b:- (When completing this form, for instructions see Memorandum SCUS 73-34a. Attach course outline).

SIMON FRASER UNIVERSITY
Faculty of Business Administration

COURSE OUTLINE

COURSE: Business Administration 472-3

SEMESTER: Fall, 1983

TITLE: Seminar in Organizational Behaviour

INSTRUCTOR: L. Pinfield

Text:

Hall, D.T., Careers in Organizations, Scott, Foresman, 1976.

This course will examine various perspectives on careers. We will study the processes by which individuals choose, enter, move through, and leave formal organizations. We will also examine the literature which suggests that careers can be managed, either by the individual or by the organization, as well as the literature which suggests that careers occur as a consequence of either random events or previously established social forces.

Class sessions will consist mainly of discussions centered around the assigned readings. Individual class members will be asked to summarize and report on readings. The key task however will be to review, evaluate and synthesize clusters of papers for the purposes of:

1. Identifying the key issues associated with a particular perspective on organizational careers.
2. Developing broader or deeper (or both) theories which relate to the notion of careers.
3. Designing studies which would permit researchers to validate theoretical propositions developed from these syntheses.

The seminar will be a collective enterprise in which we will seek to identify what we (think we), know, what we ought to know, and how we might gain knowledge of areas where our understanding is deficient.

Seminar participants will be required to produce two relatively short theory papers during the semester and a more substantial term paper by the end of the semester. Weightings of assignments will be:

Paper #1	20%
Paper #2	20%
Term Paper	40%
Participation	20%

Careers in Organizations

Reading List

Sept. 14

A. Introduction to Course

Hall, D.T. Careers in Organization
Scott Foresman, 1976 Chapter 1

Sarason, S.B. et.al. 'Aging and the Nature of Work' in Hill,
R.E. et.al. Adult Career Transitions: Current Research
Perspectives. Michigan Business Paper #66.

B. Adult Development

Sheehy, G. Passages: Predictable Crises in Adult Life.

Levinson, D.J. et.al. The Seasons of a Man's Life, Knopf, 1978

Erikson, E.H. Childhood and Society (2nd Ed.), Norton, 1963.

Schein, E.H. Career Dynamics. Addison-Wesley, 1978
Chapters 3 and 5 (pp. 27-35; 49-61).

Sept. 21

Career Choice

Hall, D.T. Chapter 2. pp. 10-46.

Sheehy, G. "Pulling Up Roots". pp. 34-73.

Holland, J.L. Making Vocational Choices: A Theory of Careers.
Prentice-Hall, 1973.

Porter, Lawler and Hackman, Behavior in Organization, Chapter 5
(pp. 131-159) "Individuals and Organizations Attracting and
Selecting Each Other."

Sept. 28

Types of Career

Hall, D.T. Chapter 3 (pp. 47-92)

Schein, E.H. Career Dynamics: Meeting Individual Organizational
Needs. Addison-Wesley, 1978., Chapter 4, pp. 36-48.

Becker, H.S. 'The Career of the Schoolteacher' in Glasser, B.S.
Organizational Careers.

'Organizational Career Patterns of Business Leaders', by W. Lloyd
Warner and James C. Abbeglen in Glaser, B.S. (ed) Organizational
Careers: A Sourcebook for Theory, Aldine, 1968.

Bailyn, L., "The slow-burn way to the top: some thoughts on the
early years of organizational careers" in C. Brooklyn Derr (ed.)
Work, Family and the Career. Praegar, 1980.

Kotter, John. The General Managers

'Career Patterns of Manual Workers' by Robert Blauner, in Glaser.

'The Chief Executive' by C. Wright Mills in Glaser.

Lopata, H.Z., 'The Life Cycle of the Housewife'. Sociology and Social Research, 51, (1966), 5-22.

Roth, J.A. 'The Study of Career Timetables', in Glaser.

Oct. 5

Career Entry & Establishment

Hall, D.T. Chapter 4 (pp. 93-133).

Aram, J.D. Dilemmas of Administrative Behavior. Prentice-Hall, 1978
esp. Ch. 2 (Individual & Collective Interests Ch. 5 Individual & Group).

Porter, Lawler & Hackman. Behavior in Organization, Chapter 6:
"Adaptation processes: Individuals and organizations learning to accommodate to each other", pp. 160-187.

Sheehy, G. Passages. The Trying Twenties, pp. 84-137.

Wanous, J.P. Organizational Entry. Addison-Wesley, 1980.

Louis, M.R. 'Surprise & Sense Making: What Newcomers Experience in Entering Unfamiliar Organizational Settings.' ASQ. 1980, 25, 226-251.

Oct. 12

Socialization

Hall, D.T. Chapter 4, pp. 93-132.

Schein, E.H. Chapters 7-9, pp. 81-123.

Feldman, D. 'A Contingency theory of socialization',
Administrative Science Quarterly, 1976, 21, 433-452.

Van Maanen, 'Police socialization: a longitudinal examination of job attitudes in an urban police department', Administrative Science Quarterly. 1975, 20, 207-228.

Berlew and Hall, 'The Socialization of managers: Effects of Expectations on performance', Administrative Science Quarterly, 1966, 11, 207-223.

Pascale, Richard, 'Fitting New Employees into the Company Culture' Fortune, May 28, 1984.

Oct. 19

Mid-Career Issues/Career Transitions

Hall, D.T. Chapter 5, pp. 134-149.

Schein, E.H. Chapter 13, pp. 173-186.

Sofer, C. Men in Mid-Career, Cambridge Univ. Press. 1970.

Lawrence, B.S. 'The Myth of the Mid-Life Crisis' in Hill, R.E. et. al.
(eds) Adult Career Transitions.

Hill, R.E. & Miller, E.L. 'Job Change & the Seasons of a Man's Life',
in Hill, R.E. et.al. (eds) Adult Career Transitions.

Sheehy, G. Passages, 'Deadline Decade', pp. 242-354.

Korman, Abraham, K., Willig-Beman, U., D. Lang, 'Career Success
and Personal Failure: Alienation in Professions and Managers'.
Academy of Management Journal. 1981, 24, 342-360.

Oct. 26

Careers for Women

Hall, D.T. pp. 33-36.

Sheehy, G. Passages, "But I'm Unique!", pp. 177-241.

Hall, D.T. "A model of coping with role conflict: the role
behavior of college-educated women". Administrative Science
Quarterly, 1972, 17, 471-436.

O'Leary, 'Some additudinal barriers to occupational aspirations
in women". Psychological Bulletin, 1974, 81, 809-826.

Terborg, J.R., "Women in Management: A Research Review",
Journal of Applied Psychology, 1977, 62, 647-664.

Smith, C.B. 'Influence of Internal Opportunity Structure & Sex
of Worker on Turnover Patterns.' ASQ. 1979, 24, 362-381

Kanter, Rosabeth M.H. Men & Women of the Corporation. Basic. 1976

Nov. 2

Career Management - Individual Perspective

London, M. & Stumpf, J.A. Managing Careers, Addison Wesley, 1982.
Section II 'The Individual's Role in Career Management', pp. 31-101.

Kotter, J.P., Faux, V.A. & McArthur, C.C., Self-Assessment and
Career Development, Prentice-Hall, 1978.

Granovetter, M.S., Getting a Job: A Study of Contacts and Careers,
Harvard University Press, 1974.

MacCoby, Michael. The Gamesman. Simon & Schuster, 1976. Bantam, 1978.

Bolles, R.N. What Color is your Parachute? Ten Speed Press. 1980.

Dill, W.R., Hilton, T.L. & Reitman. The New Managers. Prentice-Hall, 1962.

Nov. 9

Career Management - Organizational Perspective

London & Stumpf, Chapter 5, pp. 105-158
Chapters 7 & 8 pp. 205-286

Schein, E.H. Part III, pp. 189-256

Digman, L.A., 'How well-managed organizations develop their executives'.
Organizational Dynamics, 1978, 7 (2), 63-80.

Rosenbaum, J.E. 'Organization Career Mobility; Promotion Chances in a Corporation during Period s of Growth & Contraction'. Am. J. of Sociology, 1979, 85, 21-48..

Stewman, S. & Konda, S.L. 'Careers and Organizational Labor Markets: Demographic Models of Organizational Behavior.. 1983. Am. J. of Sociology, 88, pp. 637-685..

Nov. 16

Random Careers

Rosenbaum, James E., 'Tournament Mobility: Career Patterns in a Corporation'. Administrative Science Quarterly, 1979, 24, 220-241..

March, James C. & James G. March, 'Almost random careers: The Wisconsin School Superintendency, 1940-1972". Administrative Science Quarterly, 1977, 22, 377-409.

Seligman, David, 'Luck and Careers". Fortune, Nov. 16, 1981.

Jencks, L. Who Gets Ahead? Basic Books, New York, 1977.

Nov. 23

Plateaued Careers

Viega, J.F. "Plateaued vs. Non-Plateaued Managers: Career patterns, attitudes and path potential". Academy of Management Journal, 1981, 24, 566-578.

Ference, T.P., Stoner, J.A.F. & Warren E.K. 'Managing the career plateau'. Academy of Management Review. 1977, 2, 602-612.

Bailyn, L. 'The slow burn way to the top: some thoughts on the early years of organizational careers'. In C.B. Derr (Ed), Work, family and the career: New frontiers in theory and research. Praeger, 1980, pp. 94-106.

Dalton, G.W., Thompson, P.H. & Price, R.L. 'The four stages of professional careers - A new look at performance by professionals'. Organization Dynamics. 1977, 6 (1), 17-33.

Nov. 30

Pre-Determined Careers?

Pfeffer, J. 'Toward an Examination of Stratification in Organizations'. Administrative Science Quarterly. 1977, 22, 553-567.

Blau, P.M. & Duncan, O.D. The American Occupational Structure. 1967. Wiley.

Sewell, W.H. 'Inequality of opportunity for higher education'. American Sociological Review. 1971, 36, 793-809.

Kalleberg, Arne L., Sorensen, Aage, B. "The Sociology of Labor Markets", in Annual Review of Sociology, 1979, 351-379.

Jencks, C. Who Gets Ahead? Basic Books, New York, 1977.

Dec. 7

Review