



UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Economics and Organizational Sociology

Academic Year 2024/2025

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

HUMAN RESOURCE MANAGEMENT AND ORGANIZATIONAL ANALYSIS

3. Cycle

2nd

4. Course Unit

Economics and Organizational Sociology (N3101)

5. Scientific Area

6. Curricular Year

1st

7. Type of Curricular Unit / Semester

1st Semester



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8. Class type and workload (work time)

Practical classes:	0,00
Theoretical-Practical Classes	15,00
Tutorial Guidance:	20,00

9. ECTS Credits

7,50

10. Scientific Area Coordinator

11. Regent

Prof. Doutor CÉSAR NUNO GRIMA MADUREIRA

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

"Economic and Organizational Sociology" aims to provide students with an evolutionary perspective of organizational design and management throughout the 20th century and the beginning of the 21st century, highlighting the main work organization models currently used by the corporations (both industrial and in the tertiary sector).

15. Specific Objectives

- Introduce organizational theories in detail
- Explain the evolution of work organization models and their economic framework
- Interpret the dynamics of organizations and their structural configurations
- Understand the causes and expected consequences of the teleworking boom

16. Skills to be acquired

- Knowledge of organizational theories
- Knowledge of the structures and dynamics of organizations
- Understanding the evolution of organizational models, within a framework of economic and technological changes in work paradigms.
- Understanding the causes and consequences of teleworking

17. Teaching Methodology



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Expository method using debate and student intervention.

As it is a discipline in the area of social sciences with no direct connection with quantitative methods, the practical route will be based on monitoring the subject taught, but above all on carrying out a weekly group work accompanied by the teacher during the tutorial orientation classes.

18. Course Unit Program



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1 - Historical review on the evolution of organizational theories until the end of the 20th century

- a) The Scientific Organization of Work
- b) Fayolism
- c) The theory of bureaucracy
- d) The School of Human Relations
- e) The Behavioral Theory
- f) Systems Theory
- g) The Contingency Theory
- h) Practical evolutions in the organization of work until the end of the 20th century - debate

2 - Structure and dynamics of Organizations: Structural configurations

- a) The simple structure
- b) The mechanistic bureaucracy
- c) Professional bureaucracy
- d) The divisionalized structure
- e) the adhocracy

3 - Perspectives on work organization based on automation

- a) Automation and computerization in a technocentric perspective - The techno-optimist neo-liberal perspective
- b) Critical approaches
 - Freyssenet's reflective production
 - Harry Braverman's neo-Marxist approach
 - Consensus aspects in critical approaches

4 - Organizational Models in the Knowledge and Information Society/Economy

- a) The evolution of work organization models in the context of the knowledge and information society/economy
- b) Work organization models at the dawn of the 21st century and change management
 - Technocentric model
 - Anthropocentric model
 - The Lean-Production
 - The teleworking boom in the 21st century

19. Assessment Methods



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Continuous assessment will be carried out by monitoring group work. The evaluation of these practical works will focus on 4 fundamental items, each of which is worth 5 out of a total of 20.

- 1 - Commitment demonstrated throughout the research and writing of the work; and continued discussion of the same with the teacher
- 2 - Consistency in the structure and scientific quality of the final work
- 3 - Innovation/originality of the work
- 4 - Presentation and Discussion of the Work

20. Didactic Resources

Each Program chapter has an associated block of slides.

21. Sustainability Objectives

The program of this discipline seeks to answer questions related to development objectives nº 8 and nº 9, respectively, Decent work and economic growth and Industry, innovation and infrastructures.

22. Keywords

- sociology of organizations
- economic sociology
- organizational theories
- work organization m



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23. Main Bibliography

Author(s): Silva, Victor Paulo Gomes
Title: Sociedade, Organizações e Teoria Organizacional
Edition: Year: 2020
Local: Lisboa
Publisher: Sílabo

Author(s): Chiavenato, Idalberto
Title: Teoria Geral da Administração
Edition: Year: 2004
Local: São Paulo
Publisher: McGraw Hill

Author(s): Madureira, César
Title: A organização neo-taylorista do trabalho no fim do século XX, Sociologia - problemas e práticas, 32
Edition: Year: 2000
Local: Lisboa
Publisher: Celta

24. Complementary Bibliography

Author(s): Eurofound
Title: COVID-19 could permanently change teleworking in Europe
Edition: Year: 2020
Local: Dublin
Publisher: Eurofound

Author(s): Mintzberg, Henry Structure et dynamique des organisations
Title: Structure et dynamique des organisations
Edition: Year: 1982
Local: Paris
Publisher: Les Éditions d'Organisation



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Ficha técnica MIP / MIP Datasheet	
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Autor / Author	Prof. Doutor CÉSAR NUNO GRIMA MADUREIRA
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