



Univ.-Prof. Dr. Georg Schreyögg /
Dipl.-Kfm. Philipp Hermanns

Management Seminar im SS 09

“The Informal Side of the Organization”

Required Reading:

Schreyögg, G. (2008): Organisation, 5. Auflage, Wiesbaden.

Sub-Themes:

1. Functions and Consequences of Formal Organization

Luhmann, N. (1999): Funktionen und Folgen formaler Organisation, 5. Auflage, Berlin.

Schreyögg, G. (2008): Organisation, 5. Auflage, Wiesbaden.

2. Secret Rules in Organizations: Emergence and Spread

Schein, E. H. (1985): Organizational culture and leadership: A dynamic view, San Francisco.

Scott-Morgan, P. (1994): The unwritten rules of the game, New York.

Schreyögg, G./Sydow, J./Koch, J. (2003): Organisatorische Pfade – Von der Pfadabhängigkeit zur Pfadkreation?, in: Schreyögg, G./Sydow, J. (Hrsg.): Managementforschung 13, Wiesbaden, S.257-294.

3. Informal Power: Formation and Defense

Crozier, M./Friedberg E. (1979): Macht und Organisation: Die Zwänge kollektiven Handelns, Königstein.

Hickson, D.J./Hinings, C.R./Lee, C.A./Schneck, R.E./Pennings, J.M. (1971): A strategic contingencies' theory of intraorganizational power, in: Administrative Science Quarterly 16 (2), S. 216-229.

4. Hidden Career Rules in Organizations

Daily, C.M. / Certo, S.T./ Dalton, D.R. (1999): A decade of corporate women: Some progress in the boardroom, none in the executive suite, in: Strategic Management Journal 20 (1), S.93-100.

Cotter, D.A./ Hermsen, J.M./Ovadia S./ Vanneman, R. (2001): The glass ceiling effect, in: Social Forces 80 (2), S. 655-681.

5. Stories and Storytelling in Organizations

Boje, D.M. (1995): Stories of the storytelling organization: A postmodern analysis of Disney as "Tamara-Land", in: Academy of Management Journal 38 (4), S. 997-1035.

Brown, J.S. (2005): Storytelling in organizations: Why storytelling is transforming 21st century organizations and management, Burlington et al.

Gabriel, Y. (2000): Storytelling in Organizations, Facts, Fictions, and Fantasies, New York.

6. Secrets in Organizations

Sievers, B. (1974): Geheimnis und Geheimhaltung in sozialen Systemen, Opladen.

7. Organizational Decision-Making: Micro Politics and the Garbage Can Model

Heinrich, P./Schulz zu Wiesch, J.(1998): Wörterbuch zur Mikropolitik, Opladen.

Cohen, M.D./March, J.G./Olsen, J.P. (1972). A garbage can model of organizational choice, in: Administrative Science Quarterly 17 (1),S. 1-25.

8. The Relationship between Formal and Informal Rules in Organizations

Ortmann, G. (2003): Regel und Ausnahme: Paradoxien sozialer Ordnung, Frankfurt a. M.