

**READING LIST FOR THE PRELIMINARY EXAMINATION IN
ORGANIZATIONS AND STRATIFICATION**

Revised: July 2005

I) Bureaucratic Organization

A) Emergence and evolution (including the contemporary corporation)

- Collins, Randall. 1980. "Weber's Last Theory of Capitalism: A Systematization." American Sociological Review 45:925-942.
- Chandler, Alfred D., Jr. 1977. The Visible Hand: The Managerial Revolution in American Business. Cambridge: Belknap Press.
- Chandler, Alfred D., Jr. 1984. "The Emergence of Managerial Capitalism." Business History Review 58:473-503.
- Dobbin, Frank. 1994. "Cultural Models of Organization: The Social Construction of Rational Organizing Principles. Pages 116-141 in The Sociology of Culture: Emerging Theoretical Perspectives, edited by Diana Crane. Oxford: Blackwell.
- Dobbin, Frank and Timothy J. Dowd. 2000. "The Market that Antitrust Built: Public Policy, Private Coercion, and Railroad Acquisitions." American Sociological Review 65:631-657.
- Fligstein, Neil. 1985. "The Spread of the Multidivisional Firm, 1919-79." American Sociological Review 50:377-391.
- Hollingsworth, J. Rogers. 1991. "The Logic of Coordinating American Manufacturing Sectors." Pages 34-73 in Governance of the American Economy, edited by John L. Campbell, J. Rogers Hollingsworth, and Leon N. Lindberg. Cambridge: Cambridge University Press.
- Kelly, Erin and Frank Dobbin. 2000. "Civil Rights Law at Work: Sex Discrimination and the Rise of Maternity Leave Policies." American Journal of Sociology 105:455-492
- Perrow, Charles. 2002. Organizing America: Wealth, Power, and the Origins of Corporate Capitalism. Princeton, NJ: Princeton University Press.
- Perrow, Charles. 1986. Complex Organizations: A Critical Essay. Third edition. New York: McGraw Hill. Chapters 1 and 8.
- Roy, William G. 1997. Socializing Capital: The Rise of the Large Industrial Corporation in America. Princeton: Princeton University Press.
- Weber, Max. 1978. Economy and Society: An Outline of Interpretive Sociology. Edited by Guenther Roth and Claus Wittich. Berkeley: University of California Press. Part One: Chapters 1-3. Part Two: Chapters 10 and 11 (skim Chapters 12-15).

B) Unintended consequences: classic statements and a contemporary re-statement

Blau, Peter M. 1955. The Dynamics of Bureaucracy: A Study of Interpersonal Relations in Two Government Agencies. Chicago: University of Chicago Press.

Gouldner, Alvin. 1954. Patterns of Industrial Bureaucracy. New York: The Free Press.

Merton, Robert. 1940. "Bureaucratic Structure and Personality." Social Forces 17:560-568.

Perrow, Charles. 1986. Complex Organizations: A Critical Essay. Third edition. New York: McGraw Hill. Chapter 5.

Selznick, Philip. 1949. TVA and The Grass Roots. Berkeley: University of California Press.

Vaughan, Diane. 1996. The Challenger Launch Decision: Risky Technology, Culture, and Deviance at NASA. Chicago: University of Chicago Press.

C) Alternative forms of organization

Biggart, Nicole Woolsey. 1990. Charismatic Capitalism: Direct Selling Organizations in the United States. Chicago: University of Chicago Press.

Kanter, Rosabeth Moss. 1991. "The Future of Bureaucracy and Hierarchy in Organizational Theory: A Report from the Field." Pages 63-87 in Social Theory for a Changing Society, edited by Pierre Bourdieu and James S. Coleman. Boulder, CO: Westview.

Ouchi, William G. 1980. "Markets, Bureaucracies and Clans." Administrative Science Quarterly 25:129-141.

Rothschild-Whitt, Joyce. 1979. "The Collectivist Organization: An Alternative to Rational-Bureaucratic Models." American Sociological Review 44:509-527.

Stinchcombe, Arthur L. 1959. "Bureaucratic and Craft Administration of Production: A Comparative Study." Administrative Science Quarterly 4:168-157.

II) Organizational Adaptation

A) Uncertainty and complexity: classic statements and contemporary re-statements

Barley, Stephen R. 1990. "The Alignment of Technology and Structure through Roles and Networks." Administrative Science Quarterly 35:61-103.

Cohen, Michael D., James C. March, and Johann P. Olsen. 1972. "A Garbage Can Model of Organizational Choice." Administrative Science Quarterly 17:1-25.

Cyert, Richard M. and James G. March. 1963. A Behavioral Theory of the Firm. Englewood Cliffs, NJ: Prentice-Hall. Chapters 3, 6, and 7.

- Hirsch, Paul M. 1972. "Processing Fads and Fashions: An Organization-Set Analysis of Cultural Industry Systems." American Journal of Sociology 77:639-659.
- Lawrence, Paul R. and Jay W. Lorsch. 1967. Organizations and Environment: Managing Differentiation and Integration. Boston: Harvard University.
- Levitt, Barbara and Clifford Nass. 1989. "The Lid on the Garbage Can: Institutional Constraints on Decision-Making in the Technical Core of College-Text Publishers." Administrative Science Quarterly 34:190-207.
- March, James G. 1988. "Introduction: A Chronicle of Speculations about Organizational Decision-Making." Pages 1-21 in Decisions and Organizations, edited by James G. March. Oxford: Basil Blackwell.
- March, James G. and Herbert A. Simon. 1958. Organizations. New York: John Wiley and Sons.
- Perrow, Charles. 1986. Complex Organizations: A Critical Essay. Third edition. New York: McGraw Hill. Chapters 4 and 6.

B) Exchange relations

- Baker, Wayne E. 1990. "Market Networks and Corporate Behavior." American Journal of Sociology 96:589-625.
- Granovetter, Mark. 1985. "Economic Action and Social Structure: The Problem of Embeddedness." American Journal of Sociology 91:481-510.
- Hamilton, Gary G. and Nicole Woolsey Biggart. 1988. "Market, Culture, and Authority: A Comparative Analysis of Management and Organization in the Far East." American Journal of Sociology 94(Supplement):S52-S94.
- Lazerson, Mark. 1988. "Organizational Growth of Small Firms: An Outcome of Markets and Hierarchies?" American Journal of Sociology 53:330-342.
- Perrow, Charles. 1986. Complex Organizations: A Critical Essay. Third edition. New York: McGraw Hill. Chapters 6 and 7.
- Powell, Walter W. 1990. "Neither Market Nor Hierarchy: Network Forms of Organization." Research in Organizational Behavior 12:295-336.
- Uzzi, Brian. 1996. "The Sources and Consequences of Embeddedness for the Economic Performance of Organizations: The Network Effect." American Sociological Review 61:674-698.
- Williamson, Oliver. 1981. "The Economics of Organization: The Transaction Cost Approach." American Journal of Sociology 87:548-577.

C) Resource dependency/ contingency

Burt, Ronald S. 1980. "Cooptive Corporate Actor Networks: A Reconsideration of Inter-Locking Directorates Involving American Manufacturing." Administrative Science Quarterly 25:557-582.

Donaldson, Lex. 1996. "The Normal Science of Structural Contingency Theory." Pp. 57-77 in Handbook of Organization Studies edited by Stewart R. Clegg and Cynthia Hardy. London: Sage Publications.

Fligstein, Neil. 1987. "The Intraorganizational Power Struggle: Rise of Finance Personnel to Top Leadership in Large Corporations, 1919-1979." American Sociological Review 52:44-58.

Mizruchi, Mark S. and Linda Brewster Stearns. 1988. "A Longitudinal Study of the Formation of Interlocking Directorates." Administrative Science Quarterly 33:194-210.

Palmer, Donald, Brad M. Barber, Xueguang Zhou, and Yasemin Soysal. 1995. "The Friendly and Predatory Acquisition of Large U.S. Corporations in the 1960s: The Other Contested Terrain." American Sociological Review 60:469-499.

Pfeffer, Jeffrey. 1987. "A Resource Dependence Perspective on Intercorporate Relations." Pages 25-55 in Intercorporate Relations: The Structural Analysis of Business, edited by Mark S. Mizruchi and Michael Schwartz. Cambridge: Cambridge University Press.

Pfeffer, Jeffrey and Gerald Salancik. 1979. The External Control of Organizations. New York: Harper and Row.

III) Organizational Communities: Populations, Industries, and Fields

A) Population ecology

Amburgey, Terry L., Dawn Kelley, and William P. Barnett. 1993. "Resetting the Clock: The Dynamics of Organizational Change and Failure." Administrative Science Quarterly.

Barnett, William P. and Glenn R. Carroll. 1987. "Competition and Mutualism among Early Telephone Companies." Administrative Science Quarterly 32:400-421.

Barron, David N. 1999. "The Structuring of Organizational Populations." American Sociological Review 64:421-446.

Carroll, Glenn R. 1985. "Concentration and Specialization: Dynamics of Niche Width in Populations of Organizations." American Journal of Sociology 90:1262-1283.

Carroll, Glenn R. and Michael T. Hannan. 2000. The Demography of Corporations and Industries. Princeton, NJ: Princeton University Press.

Hannan, Michael T. and Glenn R. Carroll. 1992. Dynamics of Organizational Populations: Density, Legitimation, and Competition. New York: Oxford University Press.

Hannan, Michael T. and John Freeman. 1984. "Structural Inertia and Organizational Change." American Sociological Review 49:149-164.

Hannan, Michael T., Glenn R. Carroll, Elizabeth A. Dundon, and John Charles Torres. 1995. "Organizational Evolution in a Multinational Context: Entries of Automobile Manufactures in Belgium, Britain, France, Germany, and Italy." American Sociological Review 60:509-528.

Singh, Jitendra V. and Charles J. Lumsden. 1990. "Theory and Research in Organizational Ecology." Annual Review of Sociology 16:161-195.

B) Neo-Institutional theory

Davis, Gerald F. 1991. "Agents without Principles?: The Spread of the Poison Pill through the Intercorporate Network." Administrative Science Quarterly 36:583-613.

Davis, Gerald F., Kristina A. Diekmann, and Catherine H. Tinsley. 1994. "The Decline and Fall of the Conglomerate Firm in the 1980s: The Deinstitutionalization of an Organizational Form." American Sociological Review 59:547-570.

DiMaggio, Paul J. and Walter W. Powell (eds). The New Institutionalism in Organizational Analysis Chicago, IL: University of Chicago Press.

Fligstein, Neil. 1990. The Transformation of Corporate Control. Cambridge: Harvard University Press.

Fligstein, Neil. 1996. "Markets as Politics: A Political-Cultural Approach to Market Institutions." American Sociological Review 61:656-673.

Jepperson, Ronald L. "The Development and Application of Sociological Neoinstitutionalism." Pp. 229 - 267 in New Directions in Contemporary Sociological Theory, edited by Joseph Berger and Morris Zelditch Jr. Lanham, Maryland: Rowman and Littlefield Publishers, Inc.

Meyer, John W. 1977. "The Effects of Education as an Institution." American Journal of Sociology 83:53-77

Meyer, John W. 1994. Rationalized Environments. In Institutional Environments and Organizations: Structural Complexity and Individualism.

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Powell, Walter W. and Paul J. DiMaggio, editors. 1991. The New Institutionalism in Organizational Analysis. Chicago: University of Chicago Press.

Schneiberg, Marc and T. Bartley. 2001. "Regulating American Industries: Market, Politics, and the Institutional Determinants of Fire Insurance Regulation." American Journal of Sociology 107: 101-146.

Scott, W. Richard. 2001. Institutions and Organizations. 2nd ed. Thousand Oaks, CA: Sage.

Thorton, Patricia H. and William Ocasio. 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* 105:801-843.

Tolbert, Pamela S. and Lynne G. Zucker. 1983. "Institutional Sources of Change in the Formal Structure of Organizations: The Diffusion of Civil Service Reform." Administrative Science Quarterly 28:22-39.

C) Convergence Between Ecological and Institutional Theory

Amburgey, Terry L. and Haygareeva Rao. 1996. "Organizational Ecology: Past, Present and Future Directions." *Academy of Management Journal* 39:1265-1286.

Baum, Joel A.C. 1996. "Organizational Ecology" Pp.77-114 in Stewart R. Clegg, Cynthia Hardy, and Walter R. Nord (Eds.), *Handbook of Organizations Studies* : Thousand Oaks, CA: Sage Publications.

Baum, Joel A.C. and Christine Oliver. 1992. "Institutional Embeddedness and the Dynamics of Organizational Populations." American Sociological Review 57:540-59.

Baum, Joel A.C. and Walter W. Powell. 1995. "Cultivating an Institutional Ecology of Organizations: Comment on Hannan, Carroll, Dundon, and Torres." American Sociological Review 60:529-528.

Dobbin, Frank and Timothy Dowd. 1997. "How Policy Shapes Competition: Early Railroad Foundings in Massachusetts." Administrative Science Quarterly 42(3).

Hannan, Michael T. and Glenn R. Carroll. 1995. "Theory Building and Cheap Talk about Legitimation: Reply to Baum and Powell." American Sociological Review 60:539-544.

Haveman, Heather A. and Hayagreeva Rao. 1997. "Structuring a Theory of Moral Sentiments: Institutional and Organizational Coevolution in the Early Thrift Industry." American Journal of Sociology 102:1606-1651.

Scott, Richard W., Martin Ruef, Peter J. Mendel and Carol A. Caronna. 2000. *Institutional Change and Healthcare Organizations: From Professional Dominance to Managed Care*. Chicago: University of Chicago Press.

Zucker, Lynn G. 1989. Combining Institutional Theory and Population Ecology: No Legitimacy, No History." *American Sociological Review* 5

D) Convergence Between Organizations and Social Movements

Davis, Gerald, W. Richard Scott and Mayer Zald. 2005. Social Movements and Organization Theory. Cambridge: Cambridge University Press.

- Minkoff, Debra C. 1999. Bending with the Wind: Strategic Change and Adaptation by Women's and Racial Minority Organizations *American Journal of Sociology* 104:1666-1703.
- Minkoff, Debra C. 1995. *Organizing for Equality: The Evolution of Women's and Racial-Ethnic Organizations in America, 1955-1985*. New Brunswick, NJ: Rutgers University Press.
- Rao, Hayagreeva, Calvin Morrill, and Mayer N. Zald. 2000. "Power Plays: Social Movements, Collective Action and New Organizational Forms." *Research in Organizational Behavior* 22:237-282.
- Stryker, Robin. 2002. "A Political Approach to Organizations and Institutions." Pp. 169-191 in Social Structure and Organizations Revised Vol 19 edited by Michael Lounsbury and Marc J. Vantresca. Oxford, UK: JAI Elsevier.
- Swaminathan, A., and J. B. Wade. 2001. "Social Movement Theory and the Evolution of New Organizational Forms." Pp. X, in *The Entrepreneurship Dynamic in Industry Evolution*, edited by C. B. Schoonhoven and E. Romanelli. Stanford, CA: Stanford University Press.

IV) Work and Workers

A) The Organization and Control of the Workplace

- Abbott, Andrew. 1988. The System of Professions: An Essay on the Division of Expert Labor. Chicago: University of Chicago Press.
- Barley, Stephen R., Gordon W. Meyer, and Debra C. Gash. 1988. "Cultures of Culture: Academics, Practitioners, and the Pragmatics of Normative Control." Administrative Science Quarterly 33:24-60.
- Baron, James N., Frank R. Dobbin, and P. Devereaux Jennings. 1986. "War and Peace: The Evolution of Modern Personnel Administration in U.S. Industry." American Journal of Sociology 92:350-383.
- Bendix, Reinhard. 1956. Work and Authority in Industry. New York: Wiley.
- Berg, Ivar. 1981. Sociological Perspectives on Labor Markets. New York: Academic Press. Articles by Granovetter, Sorenson and Kalleberg, Wallace and Kalleberg, Althausen and Kalleberg, and Schervish.
- Bonacich, Edna. 1972. "A Theory of Ethnic Antagonism: The Split Labor Market." American Sociological Review 37:547-559.
- Braverman, Harry. 1974. Labor and Monopoly Capital: The Degradation of Work in the Twentieth Century. New York: Monthly Review Press.
- Burawoy, Michael. 1979. Manufacturing Consent. University of Chicago Press.

- Dobbin, Frank, John R. Sutton, John W. Meyer, and W. Richard Scott. 1993. "Equal Opportunity Law and The Construction of Internal Labor Markets." American Journal of Sociology 99:396-427.
- Edwards, Richard. 1979. Contested Terrain: The Transformation of the Workplace in the Twentieth Century. New York: Basic Books.
- Freeman, R.B. and J.L. Medoff. 1984. What Do Unions Do? New York: Basic Books.
- Gordon, David M., Richard Edwards, and Michael Reich. 1982. Segmented Work, Divided Workers. New York: Cambridge Press.
- Gillespie, Richard. 1991. Manufacturing Knowledge: A History of the Hawthorne Experiments. Cambridge: Cambridge University Press
- Guillén, Mauro F. 1994. Models of Management : Work, Authority, and Organization in a Comparative Perspective. Chicago: University of Chicago Press
- Linhart, Robert. 1981. The Assembly Line. Amherst: University of Massachusetts Press.
- Perrow, Charles. 1986. Complex Organizations: A Critical Essay. Third edition. New York: McGraw Hill. Chapters 2 and 3.
- Roethlisberger, Fritz J. and William J. Dickson. 1956. Management and the Worker: An Account of a Research Program Conducted by the Western Electric Company, Hawthorne Works, Chicago. Cambridge: Harvard University Press.
- Sutton, John R. and Frank Dobbin. 1996. "The Two Faces of Governance: Responses to Legal Uncertainty in U.S. Firms, 1955 to 1985." American Sociological Review 61:794-811.
- Taylor, Frederick W. 1911. Principles of Scientific Management. New York: Harper and Row.
- B) Differential Opportunities**
- Bielby, William and James Baron. 1986. "Men and Women at Work: Sex Segregation and Statistical Discrimination." American Journal of Sociology 91:759-799.
- Blau, Peter and Otis Dudley Duncan. 1967. The American Occupational Structure. New York: Wiley.
- DuBois, W.E.B. 1961 [1903]. The Souls of Black Folk.
- England, Paula. 1992. Comparable Worth: Theories and Evidence. Hawthorne: Aldine.
- Featherman, David L. and Robert M. Hauser. 1978. Opportunity and Change. New York: Academic Press.

- Giddens, Anthony. 1981. The Class Structure of Advanced Societies. New York: Harper and Row. Chapters 1-6.
- Granovetter, Mark. 1995. Getting a Job. Second edition.
- Kanter, Rosabeth Moss. 1977. Men and Women of the Corporation. New York: Basic Books.
- Lieberson, Stanley. 1980. A Piece of the Pie: Black and White Immigrants since 1880. Berkeley: University Of California Press.
- Light, Ivan. 1971. Ethnic Enterprise in America: Business and Welfare among Chinese, Japanese, and Blacks. Berkeley: University of California Press.
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- Massey, Douglas. 1991. "American Apartheid." American Journal of Sociology 96:32-357.
- Reskin, Barbara and Patricia A. Roos. 1990. Job Queues, Gender Queues: Explaining Women's Inroads into Male Occupations. Philadelphia: Temple University Press.
- Weber, Max. 1946. "Class, Status, and Power." Pages 180-195 in From Max Weber: Essays in Sociology, translated by H.H. Gerth and C. Wright Mills. New York: Oxford University Press.
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