Course program and reading list

School: Arison School of Business M.A. in OBD

Critical Perspectives in Organizational Development

Lecturer:

Dr. Yael Ben-David   yael.bendavid@runi.ac.il

Teaching Assistant:

Ms. Libby Grinfeld   libby.grinfeld@post.runi.ac.il

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Course No.:	Course Type :	Weekly Hours :	Credit:
28844	Lecture	2	2

Course Requirements :	Group Code :	Language:
Final Paper	242288441	English

Prerequisites

Prerequisite:

28810 – Organizational Diagnosis
28842 – Organizational Psychology A
28843 – Organizational Psychology B

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◎ Course Description

The course will examine the broad connections, both historical and social, through which the field of organizational development has evolved and currently operates. The course will be based on theoretical perspectives such as feminist models, postmodernist and critical perspectives, that provide an alternative view on the "classic" approach to

organizational development today.

Course Goals

1. Learning alternative perspectives for classical organizational consulting that was constituted in American business schools.
2. Connecting theory and practice and addressing the practicality of a good theory.

Method

Lessons will combine theory with examples from the organizational life. In each class, time will be devoted to discussing a consulting dilemma in the spirit of the thinker/theory discussed in class. In the final paper of the course, the students will be required to delve deeper into one of the approaches learned regarding a contemporary issue in the world of work, and formulate advisory recommendations in the spirit of the approach.

Grading

Mid semester paper – analyzing a professional dilemma (20%)

Final paper (80%)

Lecturer Office Hours

By appointment.

Tutor Office Hours

By appointment

Teaching Assistant

Ms. Libby Grinfeld

Reading List

1. **Reading list – Required:**
2. Alvesson, M., & Deetz, S. (2006). Critical theory and postmodernism approaches to organizational studies. In: Clegg, S.R., Hardy, C., Lawrence, T.B. and Nord, W.R. Eds.

The Sage handbook of organization studies, 60-84.

3. Alvesson, M., & Deetz, S. (2006). Critical theory and postmodernism approaches to organizational studies. In: Clegg, S.R., Hardy, C., Lawrence, T.B. and Nord, W.R. Eds. The Sage handbook of organization studies, 85-106.

4. Braidotti, R. (2016). Posthuman critical theory. Critical posthumanism and planetary futures, 13-32.

5. Brief, A. P. (2000). Still servants of power. Journal of Management Inquiry, 9(4), 342-351.

6. Burnes, B., & Cooke, B. (2012). The past, present and future of organization development:Taking the long view. Human relations, 65(11), 1395-1429.

7. Campbell, J.(2004). Jacques Derrida. In: Linstead,S. (Ed.), Organizational theory and postmodern thought. Sage. pp:34-63. Jones, C. (2003).

8. Foucault, M. (1971). Orders of discourse. Information (International Social Science Council), 10(2), 7-30.

9. Galinsky, A. D., Rucker, D. D., & Magee, J. C. (2015). Power: Past findings, present considerations, and future directions. In M. Mikulincer, P. R. Shaver, J. A. Simpson, & J. F. Dovidio (Eds.), *APA handbook of personality and social psychology, Vol. 3. Interpersonal relations*(pp. 421–460). American Psychological Association.

10. Linstead, S., & Thanem, T. (2007). Multiplicity, virtuality and organization: The contribution of Gilles Deleuze. Organization Studies, 28(10), 1483-1501.

11. Rizq, R. (2013). States of abjection. *Organization studies*, *34*(9), 1277-1297.

1. **Reading list – Elective:**

2. Acker, J. (1990). Hierarchies, jobs, bodies: A theory of gendered organizations. Gender & society, 4(2), 139-158.

3. Deetz, S., & Mumby, D. K. (1990). Power, discourse, and the workplace: Reclaiming the critical tradition. Annals of the International Communication Association, 13(1), 18-47.

4. Deleuze, G., & Guattari, F. (1977). Anti-Oedipus: Capitalism and Psychoanalysis.

5. King, D., & Learmonth, M. (2015). Can critical management studies ever be 'practical'? A case study in engaged scholarship. Human Relations, 68(3), 353-375.

6. King, D., & Land, C. (2018). The democratic rejection of democracy: Performative failure and the limits of critical performativity in an organizational change project. Human Relations.

7. Thomas, R., Sargent, L. D., & Hardy, C. (2011). Managing organizational change: Negotiating meaning and power-resistance relations. Organization Science, 22(1), 22-4

8. Wickert, C., & Schaefer, S. M. (2015). Towards a progressive understanding of performativity in critical management studies. Human relations, 68(1), 107-130.