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Course Package “Sociology of management”

Work Package	WP3: Development of Course Materials for the Reformed MA Programmes, Deliverable 3.1
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Erasmus+ Capacity Building in Higher Education Project:

“Reforming Master Programmes in Finance in Armenia and Moldova” (REFINE)

www.reforming-finance.eu | Project No. 585784-EPP-1-2017-1-AT-EPPKA2-CBHE-JP

Document History

Version	Date	Author(s)	Description
1	01.09.2019	Armen Saakyan	First draft of WP3 output - Development of Course Materials for the Reformed MA Programmes
2	01.06.2020	Armen Saakyan	Final Version

Disclaimer:

This project has been funded with support from the European Commission. This publication [communication] reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

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1. General information about the course

Explanation: Please fill in the table below.

Title of the course (as specified in the reformed curriculum)	Sociology of management
Name of the teacher	Armen Saakyan
Novelty of the course (please select as appropriate)	This course is an updated and revised version of a course which already existed in the curriculum
Year of the course in the curriculum	The 2nd
Semester of the course in the curriculum	The 1st semester
Language of instruction of the course	Armenian/English
Number of ECTS credits	5

2. Learning outcomes of the course

Explanation: Please specify the learning outcomes of the course.

The course of management sociology is intended for students to acquire knowledge on management sociology, on the evolution of management sociology in modern society, as well as applying the results of sociological research in effective and competent corporate governance.

The content of the course consists of theoretical and practical aspects on the sociology of management, in particular on the analysis of the model for assessing management effectiveness, on innovations in management activities, on the organization of process creation, etc. A special place is given to the effective use of professional knowledge by managers in managing a modern corporation.

Learning Outcomes:

- Apply modern methods in practice in the context of sociology
- Analyze the results of sociological research conducted among corporate executives
- Apply knowledge on the sociological analysis of the management cycle, on team building
- Reveal the concept of innovation in management
- Organize training and self-education in a modern organization
- Develop new approaches to corporate management in the context of modern sociology

3. Syllabus of the course

Explanation: Please provide a detailed syllabus of the course (broken down in weeks) – maximum 2 pages

Prerequisites:

The development of society and the dynamics of managerial approaches, the subject and structure of sociology of management, the evolution of the sociology of management in modern and post-modern society, analysis of the model for assessing management effectiveness, sociological analysis of the management cycle and emerging problem areas, group dynamics and team building, innovation. In particular, it is expected that students will be comfortable with the following topics from training in organizations and self-learning organizations, creativization of organizational behaviour, traditional, post-modern business and its position in society.

Contact Information and Office Hours:

Professor: **Armen Saakyan:**

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- Office hours: Tuesday 11:30 am – 13:00 am or by appointment.
- Office: Central Building of Gavar State university

Schedule and Classroom:

- Lectures: Friday 9:00 - 11:30 pm (401/Central Building)
- Seminars: Friday 11:30 - 14:30 pm (401/Central Building)

Course Structure

Unit 1. The development of society and the dynamics of managerial approaches

This section considers management issues as a kind of social activity, issues of social theory and the study of the management mechanism, and the issue of sociocultural paradigm of management sociology is of interest.

Unit 2. The subject and structure of sociology of management

This section discusses the goals and objectives of the discipline, the object and subject of management sociology, as well as the functions and methods of management sociology.

Unit 3. The evolution of the sociology of management in modern and post-modern society

This section presents the rationalization of social processes in modern society and the features of social management. The material on the sociology of management in the perspective of post-modernization is presented.

Unit 4. Analysis of the model for assessing management effectiveness

It examines the criteria for success and goal setting, value regulation and organizational goal setting, as well as the evolution of organizational goal setting and integration with individual motivation.

Unit 5. Sociological analysis of the management cycle and emerging problem areas

The cyclic and linear development of the management cycle, the stages of the management cycle, as well as the problems of organizational positioning are presented.

Unit 6. Group dynamics and team building

Note that this section addresses important issues such as trust, authority, and delegation. We consider it necessary to note the group dynamics and communication activities.

Unit 7. Innovation

The concept of innovation in economic-organizational and managerial activities is disclosed, the characteristic of innovative organizational processes, as well as the dynamics of organizational processes and a corporate concept are given.

Unit 8. Training in organizations and self-learning organizations

Issues such as learning objectives, forms of training organization are considered. A diagram of a self-learning organization and organizational mechanisms is presented.

Unit 9. Creativization of organizational behaviour

Here we consider a theoretical solution as a tool for competition. The characteristic of creative management and creative personality is given and barriers, ways of managing the creative potential of employees are presented.

Unit 10. Traditional, post-modern business and its position in society.

Here, the characteristic of labour is given as a creative activity. The importance of the social role of the business corporation and the importance of the competent organization of labour in the process of managing the corporation are also given.

4. Teaching methodology of the course

Explanation: Please explain the teaching methodology and pedagogical approaches of the course – maximum ½ page

The following methods are used in teaching this course: giving a lecture, conducting practical classes, conducting scientific research with the help of which the student in practice is engaged in sociological research, conducting business games, E-learning MoodleUSM.md (<http://moodle.usm.md/moodle/>), conducting scientific round tables, inviting practical sociologists from the current organization, organizing student excursions to other educational institutions and existing enterprises. The lectures give basic concepts on the topics of the course, methods, tools, functions used in managing organizations in the context of sociology.

The purpose of practical studies is conducting empirical and sociological studies, analysing the data and determining the conclusions of recommendations for sociological research, as well as conducting a sociological analysis of the management cycle and emerging problem areas.

Individual work is a preparation for practical exercises in accordance with the work plan of the discipline of sociology of management. If necessary, the student always has the opportunity to receive additional advice at a convenient time for both.

5. Labour market relevance of the course

Explanation: Please explain the labour market relevance of the course (linked to findings of WP1) – maximum ½ page

The course of sociology of management is a new scientific direction in the scientific and educational system of the Republic of Armenia. Undoubtedly, this topic is relevant, as this course opens up new opportunities and skills for students in determining the effectiveness of organization management in the context of sociology. It should be noted that regardless of the direction of activity, an important place is occupied by the professionalism and skills of the leader, on whom the future of the company depends. Sociology itself is engaged in the study of human life, and management sociology is engaged in the study of the human leader in the management process. This already indicates the relevance of this scientific discipline. In other words, we can definitely say that the discipline of sociology of management allows a person to be determined correctly in communicating with people, manage people, and ultimately get a positive result in the form of a correct and timely decision.

6. Assessment and grading

Explanation: Please explain the form of assessment of the course – maximum ½ page

Means of assessment for the discipline: oral interview, quiz and final exam.

General mark is determined as a weighted average as follows:

- Current evaluation including individual work product - 60%;
- Final exam (final assessment) - 40%;

The final grade is an oral exam, a written exam on tickets, each ticket includes four questions.

The minimum requirements are the ability to answer two of four question

7. References

Explanation: Please provide the main references and recommended reading for the course – maximum 1 page

Textbook

- Saakyan A.K., Oganyan K.M., Bransky V.P., Verminenko Yu.V., Ohanyan K.K., Margulyan Y.A. Education, culture and value orientations of the modern world: Collective monograph / ed. ed. S.V. Smartly. Cherepovets: Branch of St. Petersburg State University of Economics in Cherepovets, 2015. -333p.
- Saakyan A. K., Petrosyan G. A., Pokrovskaya N. N., Bakhshyan A. Zh., Safaryan A. Yu., Avetisyan N. E. Sociology of management / study guide / , Yerevan: Edith Print, 2014. - 360 p.
- Saakyan A. K. Economic sociology / textbook / , Yerevan: National Academy of Sciences, 2016.
- Saakyan A.K., Bystryantsev S.B. Sociology / textbook for universities. M.: Publishing House Yurait, 2018.-360p.
- Saakyan A.K., Boyko S.V., Shabalov V.A., Mkoyan G.S. Trends in the development of practical sociology and psychology / materials of the Armenian-Russian international scientific conference / , SPb:Izd-in "SPbUTUIE", 2017.-187p.
- Saakyan Armen, Pokrovskaya Nadezhda, Petrosyan Gayk Sociology of Management / textbook for high schools / Publisher: Litera, Saint Petersburg, Russian Federation, 2016-432p.
- Sahakyan A. Sociology of Management / Textbook / , Yerevan. Edit Print, 2016, - 400 p.
- Articles:**
- Saakyan A. K. The Armenian Genocide and the Holocaust, Proceedings of Yerevan State University. 2015. No 1 (4) .
- Saakyan A.K., Boyko S.V. Power and Leadership, Scientific Thought. 2016. No. 3 (21). p. 15-23.
- Saakyan A.K., Boyko S.V. Socio-economic analysis of value orientations, Scientific thought. 2016. No1 (19). p.5-8.
- Saakyan A.K., Boyko S.V. Social norms and regulation of economic behavior, Scientific thought. 2016. No2 (20). p. 20-25.
- A.K. Saakyan, A. S. Petrosyan "Brain drain" as a threat of National Security of the Republic of Armenia, "Sociology and Law" / Higher Attestation Commission of the Russian Federation / No. 2 (40), St. Petersburg, 2018 2018-12p.
- Saakyan A. K. Current problems of the social sciences and humanities: a collection of scientific articles based on the results of the conference. SPb., Yerevan. 2016. p.141-146.
- Saakyan A.K., Mkoyan G.S. Sociocultural values according to the scientific theories of P. Sorokin and D. Anakhta, International scientific conference "Sorokin Readings 2018", dedicated to the topic "Social injustice in the sociological dimension: challenges of the modern world", Moscow State University Lomonosov, 2018.-6p.
- Saakyan A.K., Rodionov O.V. Dynamics of knowledge, qualifications and competences in the structure of human capital, Scientific Thought (RSCI) No. 2 (28), Vologda Region, Cherepovets, Russian Federation, 2018–9p.

Saakyan A.K., Rodionov O.V. Dynamics of knowledge, qualifications and competences in the structure of human capital (end), Scientific Thought (RSCI) No. 3 (29), Vologda Region, Cherepovets, Russian Federation, 2018.-5p.

Saakyan A.K., Boyko S.V. Organizational targeting and value regulation in management sociology, "Scientific Thought" (RSCI) No. 2 (24), Vologda Region, Cherepovets, RF, 2017–8p.

Saakyan A.K., Boyko S.V. Organizational targeting and value regulation in management sociology, "Scientific Thought" (RSCI) No. 1 (23), Vologda Region, Cherepovets, Russian Federation, 2017–9p.

Saakyan A.K., Boyko S.V. Identification of personality and societies in the post-soviet period (Social-philosophical analysis), Scientific Thought (RSCI) No. 2 (24), Vologda Region, Cherepovets, Russian Federation, 2017 2017-10p.

Saakyan A.K. Values of labour behaviour of modern youth, Trends in the development of practical sociology and psychology // Materials of the Armenian-Russian international scientific conference, Yerevan: Armenian State Pedagogical University named after H. Abovyan, 2017, .-8p.

Saakyan A.K. The role of religion in the fate of Armenian People, Religion in a social context: Nationwide scientific conference section of the sociology of religion section of the sociology of ethnicity ethnicity culture-structure with the participation of foreign guests 7-8 June 2018, Olsztyn, 8p.

Saakyan A.K., Petrosyan A.S. Higher education as a factor providing the social mobility of young people (on the example of Armenian young people), Higher Education Policy, 2019, -15p.

8. Course assignments

Explanation: Please provide two assignments for the course (e.g. group work, project, essay, case study, homework).

8.1 Assignment 1

Current Assignment: Study case

Business game:

The group is divided into several subgroups of two to three students. The game itself and the rules are announced. You are the head of the company, there are seven applicants for a free workplace (middle managers)

1. The first applicant

A master who studies full-time at the university in the same specialty. He has a great desire to work.

2. The second applicant

A young specialist who graduated with honors from the same university this year. Also has a great desire to work.

3. Third applicant

A man of 30-35 years with secondary vocational education in the same specialty, but having practical experience in another specialty

4. The fourth applicant

A young woman with a small child who studied in this specialty has an education but does not have practical experience.

5. Fifth applicant

A reserve officer who has a higher military education, has little experience in the corporation, but is not a specialist in this industry

6. Sixth applicant

A pensioner who has a higher education has extensive experience in this specialty and in working with people

7. Seventh applicant

A foreigner, about forty-five, a religious person, a good specialist who knows several foreign languages

This business game has two parts. The first part has one free place of work. And in the second part - two places of work. The question is - who would you take from these seven people to your work.

Each group makes a final decision for itself and reports to the whole group. Motivates his decision. After the speeches of representatives of all subgroups, a discussion is held and a middle ground is adopted in both parts.

8.2 Assignment 2

In the final, after completing the course, the student is advised by the professor. If he has any difficulties, he discusses this with the teacher. The teacher introduces the rules for taking the exam, preliminary gives a list of all exam questions and a list of references, where the student can find the necessary material for preparing for the exam.

In the final exam, the student is responsible for tickets. Each ticket has 4 questions. If he answers all the questions, he gets A or A +, if he answers 2-3 questions, he gets B or B +, if he answers 1-2 questions, then C or C +. If the student is not ready or responds poorly or refuses to answer, he is given the opportunity to retake the exam on the day determined by the dean's office.

Annex: Presentation slides

Explanation: Please provide presentation slides for your course (this can be done in a separate document, e.g. Power Point (Minimum: 25 slides))