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Reforming Master Programmes in Finance in Armenia and Moldova / REFINE

An Erasmus+ Capacity Building Project (2017-2020)

THE COURSE “SOCIOLOGY OF MANAGEMENT” OVERVIEW

University: Gavar State university

Teacher: Armen Saakyan



BASIC INFORMATION



TITLE OF THE COURSE	Sociology of management
TEACHERS	Armen Saakyan
YEAR OF THE COURSE	The 2nd
SEMESTER OF THE COURSE	The 1st semester
LANGUAGE	Armenian/English
NUMBER OF ECTS CREDITS	5

LEARNING OUTCOMES



- 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

SYLLABUS OF THE COURSE



- **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 behavior, traditional, post-modern business and its position in society.

- **Contact Information and Office Hours:**

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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)

SYLLABUS OF THE COURSE



WEEK	TOPIC
1	1. The development of society and the dynamics of managerial approaches
2	2. The subject and structure of sociology of management
3	3. The evolution of the sociology of management in modern and post-modern society
4	Practical lesson №1 Sociological management of the corporation in condition of instability of the external environment
5	4. Analysis of the model for assessing management effectiveness
6	5. Sociological analysis of the management cycle and emerging problem areas
7	6. Group dynamics and team building
8	Practical lesson №2 The ability to use the use the knowledge in a timely and professional manner in order to improve the work of the corporation
9	7. Innovation
10	8. Training in organizations and self-learning organizations
11	Practical lesson №3 Application of new (for Armenia) methods of managing the corporation
12	9. Creativization of organizational behavior
13	10. Traditional, post-modern business and its position in society
14	Final practical lesson: Suggest that the group of sociologists or one sociologist work in Armenian corporations to conduct plant sociological research. And conducting such research is not a tribute to the demand of our time

TOPIC 1. The development of society and the dynamics of managerial approaches (Week 1)



- Management as a kind of social activity
- Social theory and the study of management mechanisms
- Existential-phenomenological and sociocultural paradigm in the sociology of management

TOPIC 2. The subject and structure of sociology of management. (Week 2)



- Goals and objectives of the discipline
- Object and subject of management sociology
- Functions and methods of management sociology

TOPIC 3. The evolution of the sociology of management in modern and post-modern society (Week 3)

- The rationalization of social processes in modern society and features of social management
- Management sociology in the perspective of postmodernization

Practical lesson №1 (Week 4)



- Conducting a business game
- Discussion of lecture material
- Identification of topics and assignment of tasks to students for preparing reports for the next practical lesson

Sociological management of the corporation in condition of instability of the external environment

TOPIC 4. Analysis of the model for assessing management effectiveness (Week 5)

- Success Criterion and Goal Setting
- Value regulation and organizational goal setting
- The evolution of organizational goal setting and integration with individual motivation

TOPIC 5. Sociological analysis of the management cycle and emerging problem areas (Week 6)

- Cyclic and linear development
- Management cycle stages
- Problems of organizational functioning

TOPIC 6. Group dynamics and team building (Week 7)

- The trust. Group dynamics, team building
- Power and delegation
- Group dynamics and communication activities

Practical lesson №2 (Week 8)



- Reception of reports
- Discussion topics speakers
- Definition of the name of a case study for the next practical lesson

TOPIC 7. Innovation (Week 9)



- The concept of innovation in economic, organizational and managerial activities
- Innovative Organizational Processes
- Organizational process dynamics and bio-corporate concept

TOPIC 8. Training in organizations and self-learning organizations (Week 10)

- Learning Objectives and Learning Needs
- Forms of organization of training
- Self-learning organization, organizational mechanisms

The ability to use the use the knowledge in a timely and professional manner in order to improve the work of the corporation

Practical lesson №3 (Week 11)

- Determination of the main goal and methods of conducting a sociological research
- Study of research program

Application of new (for Armenia) methods of managing the corporation

TOPIC 9. Creativization of organizational behavior (Week 12)



- Creative solutions as a tool for competition
- Creative management and creative personality
- Barriers and ways to manage the creative potential of employees

TOPIC 10. Traditional, post-modern business and its position in society (Week 13)

- Labor as a creative activity. Virtual Production and Live Experience
- The social role of a business corporation
- Economic imperialism and affective-cognitive content

Final practical lesson (Week 14)

- Discussion of questions on all topics
- Studying difficult questions for students
- Exam Rules Review

Suggest that the group of sociologists or one sociologist work in Armenian corporations to conduct plant sociological research. And conducting such research is not a tribute to the demand of our time

TEACHING METHODOLOGY



- 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.

LABOUR MARKET RELEVANCE



- 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.

ASSESSMENT AND GRADING



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

REFERENCES



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.
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- Saakyan A.K., Bystryantsev S.B. Sociology / textbook for universities. M.: Publishing House Yurait, 2018.-360p.
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- Sahakyan A. Sociology of Management / Textbook /, Yerevan. Edit Print, 2016, - 400 p.

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Articles:

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- 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.

COURSE ASSIGNMENT 1



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.

COURSE ASSIGNMENT 2/OR CASE STUDY DESCRIPTION



- 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.



THANK YOU FOR ATTENTION

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