



**DEPARTAMENTO:** Administração Geral e Recursos Humanos (ADM)

**CURSO:** Mestrado-Doutorado em Administração de Empresas (CM-CDAE)

**DISCIPLINA:** Análise Institucional de Organizações

**PROFESSOR:** Clóvis L. Machado-da-Silva

**SEMESTRE:** 2º/2005

## PROGRAMA

### OBJETIVOS DA DISCIPLINA

Nas últimas décadas a teoria institucional, em especial aquela de tradição sociológica, vem ocupando espaço crescente nos estudos organizacionais. Em suas proposições as idéias de sistemas de crenças e representações coletivas, de instituições e institucionalização, de isomorfismo e legitimidade, de estabilidade e mudança de padrões culturais são fundamentais para se entender o comportamento organizacional. Nesse contexto, destaque especial deve ser dado às diferentes concepções de instituições e institucionalização, bem como aos fenômenos de desinstitucionalização e reinstitucionalização.

Desse modo, o objetivo geral desta disciplina é contribuir para o desenvolvimento do universo conceitual e da capacidade analítica dos participantes relativamente ao processo de estruturação organizacional, as razões pelas quais as organizações surgem, as formas que assumem e as estratégias que adotam, e as relações interorganizacionais. Em suma: a imersão social das organizações em um contexto institucionalizado.

### CONTEÚDO RESUMIDO

1. Origens da teoria institucional: ciência política, economia e sociologia
2. O velho e o novo institucionalismo: fases ou facetas?
3. O desenvolvimento da teoria institucional na sociologia
4. A teoria institucional e o estudo das organizações
5. Racionalidade e sistemas socioculturais: concepções e controvérsias
6. Organizações como sistemas socioculturais
7. Imersão social das organizações: Estado, mercado e cultura
8. Organizações e ambiente
  - 8.1 - Ambiente técnico e institucional
  - 8.2 - Ambiente e níveis de análise
  - 8.3 - Pilares institucionais: regulativo, normativo e cultural-cognitivo
  - 8.4 - Isomorfismo: coercitivo, normativo e mimético
9. Legitimidade, dominação e poder
  - 9.1 - Atores sociais e instituições
  - 9.2 - Agência e interpretação
  - 9.3 - Cognição estruturada e interpretação
10. Estabilidade e mudança: organizacional e institucional
  - 10.1 - Ações e respostas organizacionais estratégicas
  - 10.2 - Institucionalização, desinstitucionalização e reinstitucionalização
  - 10.3 - Processos institucionais e níveis de análise
  - 10.4 - Organizações e formas organizacionais
  - 10.5 - População de organizações e redes organizacionais
11. Campos organizacionais
12. Pesquisas empíricas: avaliação dos argumentos institucionais



## METODOLOGIA

O programa será desenvolvido com base em aulas expositivas, seminários e debates. A interação e a troca de idéias entre os participantes da disciplina serão consideradas especialmente relevantes

## CRITÉRIO DE AVALIAÇÃO

A avaliação será levada a efeito com base nos seguintes critérios:

- Apresentação de seminário = 20%
- Prova escrita intermediária = 30%
- Trabalho escrito final = 30%
- Participação (notas de leitura e debates) = 20%

## BIBLIOGRAFIA

### *Alocação de leitura*

Na primeira aula o professor fará uma avaliação do nível de leitura e compreensão dos participantes sobre teoria institucional, decidindo, a partir daí, as leituras para as aulas subseqüentes.

### *Temas possíveis para os seminários em teoria institucional*

1. Teoria da estruturação: estruturas e sistemas sociais
2. Estabilidade e mudança organizacional e institucional
3. Campos organizacionais
4. Redes sociais e relações interorganizacionais
5. Agência e poder na teoria institucional
6. Interpretação, esquemas interpretativos e cognição estruturada
7. Estratégia na perspectiva institucional de análise

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