

University of Alberta, Faculty of Business
 Department of Organizational Analysis

ORGANIZATIONAL THEORY 442

Sex Roles in Organizations

Instructor: Prof. Dallas Cullen
 Office: 4-30E Business Bldg
 Telephone: 432-5721
 Office Hours: TR 1330-1530 and by appointment

Term I 1984/85
 Time: TR 1100-1220
 Room: BUS B0009

COURSE OVERVIEW:

This course examines the individual and organizational factors which differentially affect women's and men's opportunities, experiences and behaviour in organizations.

REQUIRED TEXTBOOKS:

Margaret Hennig and Anne Jardim, The Managerial Woman. New York: Pocket Books, 1977.

Rosabeth Moss Kanter, Men and Women of the Corporation. New York: Basic Books, 1977.

Janice LaRouche and Regina Ryan, Janice LaRouche's Strategies for Women at Work. New York: Avon Books, 1984.

GRADING:

Final marks will be based on:-

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| Three case analyses (one worth 15%, one worth 20%, and one worth 25%) | 60% |
| Term paper | 25% |
| Class attendance and participation | 15% |

Written assignments (1) must be in grammatically correct English and (2) must be submitted on time. Papers which do not meet these requirements will be penalized. Specific requirements for each assignment will be distributed in class.

COURSE SCHEDULE AND ASSIGNED READINGS:

Note: Readings should be done before the first date for which they are assigned.

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| Sept 11 | <u>Course introduction</u> |
| Sept 13 | <u>Occupational segregation and the nature of organizations</u> H & J: What this book is about K: Introduction, Ch 1, 2; Appendix I L & R: Introduction; How to use this book; Is it worth it? |
| Sept 18, 20, Sept 25, 27 | <u>Managerial and sex role stereotypes</u> H & J: Ch 1, 2, 3, 4 K: Ch 3, 4 L & R: Ch 1, 4 |
| Oct 2, 4 | <u>Career and family</u> K: Ch 5 |
| Oct 9, 11 | <u>Career achievement - organizational factors</u> K: Ch 6 L & R: Ch 2, 3 |
| Oct 11 | Case #1 due; distributed October 2 |
| Oct 16 | <u>Career achievement - personal factors</u> H & J: Ch 5, 6, 7, 8, 9, 10 |
| Oct 18, 23, Oct 25, 30, Nov 1 | <u>Power and leadership</u> K: Ch 7, Appendix II L & R: Ch 5, 6, 7, 8 |
| Nov 6, 8, Nov 13, 15 | <u>Behaviour in groups</u> K: Ch 8 |
| Nov 8 | Case #2 due; distributed October 30 |

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| Nov 20, 22, Nov 27, 29, Dec 4, 6 | <u>Strategies for change</u> H & J: Ch 11, 12 K: Ch 9, 10 L & R: Conclusion |
| Nov 20-29 | Paper due |
| Dec 13 | Case #3 due (12 noon); distributed November 29. |