

THE 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: By appointment

Term I 1985/86  
Time: TR 1100-1220  
Room: BUS 3-06

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COURSE OVERVIEW:

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

REQUIRED TEXTBOOKS:

Betty Lehan Harragan. Knowing the Score. New York: Signet, 1984.

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.

GRADING:

Final marks will be based on:

Three case analyses (one worth 15%, one worth 20%, and one worth 30%)	65%
Term paper	25%
Class attendance and participation	10%

Written assignments must be (1) in grammatically correct English and (2) 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.

- Sept. 10                    Course Introduction
- Sept. 12                    Occupational segregation and the nature of organizations  
H & J: What this book is about  
K: Introduction, Ch. 1, 2; Appendix I  
H: Behind this book; Ch. 1; Who's "Exempt"
- Sept. 17, 19                Managerial and sex role stereotypes  
Sept. 24, 26                H & J: Ch. 1, 2, 3, 4  
K: Ch. 3, 4  
H: Ch. 2; Office uniforms; What's a "secretary"; Fear of promotion; Demotion under merger.
- Oct. 1                      Career achievement - personal factors  
H & J: Ch. 5, 6, 7, 8, 9, 10
- Oct. 3, 8                    Career achievement - organizational factors  
K: Ch. 6  
H: Ch. 6, 9; Blind ambition.
- Oct. 10                     Case #1 due; distributed October 1
- Oct. 10, 15                 Career and family  
K: Ch. 5  
H: Relocation
- Oct. 17, 22                 Power and leadership  
Oct. 24, 29                 K: Ch. 7, Appendix II  
Oct. 31                      H: Implications of an "Acting" Title; Ch. 7, 8
- Nov. 7                      Case #2; distributed October 29
- Nov. 5, 7                    Interpersonal relationships  
No. 12, 14                 K: Ch. 8  
H: Ch. 3; Where Women Collide
- Nov. 19, 21                 Strategies for change  
Nov. 26, 28                 H & J: Ch. 11, 12  
Dec. 3, 5                    K: Ch. 9, 10
- Nov. 19-28                 Paper due
- Dec. 13                     Case #3 due (12 noon); distributed November 14.