

Ch. 5 Groups and Organizations

The Power of Society

- Does your social class influence which groups and organizations you join?

Social Groups

- Clusters of people with whom we interact in everyday life
- Two or more people who identify with one another
- Made up of people with shared experiences, loyalties, and interests
- Sense of belonging
- As human beings, we live our lives as members of groups
 - Large or small
 - Temporary or long lasting
 - Based on kinship, cultural heritage, or a shared interest
- Categories
 - Not every collection of individuals forms a group
 - Women, homeowners, soldiers, college graduates, millionaires, Roman Catholics
- Crowd
 - Temporary cluster of people
 - Can become a group
- Crowd to group to crowd again
 - A large gathering of people at a football game
 - Might turn into a group
- Primary Groups
 - Traits
 - Small
 - Personal
 - Enduring
 - Primary relationships
 - First group experienced in life
 - Loyal
 - Emotional to financial
 - Examples
 - Family Friends
- Secondary Groups
 - Traits
 - Large
 - Goal or activity oriented
 - Formal and polite
 - Secondary relationships
 - Weak emotional ties
 - Short-term
 - Examples
 - Co-workers
 - Political organization

Group Leadership

- Two roles
 - Instrumental: Task-oriented
 - Expressive: People-oriented
- 3 leadership styles
 - Authoritarian: Leader makes decisions; members comply
 - Democratic: Member involvement

- Laissez-faire: Let group function on its own

Group Conformity Studies

- Asch's research
 - Line experiment
 - Conclusion
 - Willingness to compromise our own judgments to avoid the discomfort of being seen as different
- Milgram's research
 - Punishment experiment
 - Authority figure influences willingness to harm another person
- Janis's research
 - Groupthink: Tendency of group members to conform, resulting in a narrow view of some issue
 - Negative side of groupthink
 - U.S. foreign policy errors
 - Jury deliberation

Reference Groups

- Social group that serves as a point of reference in making evaluations and decisions
- Stouffer's research
 - We compare ourselves in relation to specific reference groups
- What is...?
 - In-groups
 - Display loyalty and respect to group members
 - Generally hold overly positive views of themselves
 - Out-groups
 - Opposition or competition
 - Defined by in-group as lower status
 - Socially, politically, and economically subordinated by in-group

Social Diversity: Race, Class, and Gender

- Social diversity influences intergroup contact (Blau)
 - Large groups turn inward
 - Members have relationships among themselves
 - Heterogeneous groups turn outward
 - Diverse membership promotes interaction with outsiders
 - Physical boundaries create social boundaries
 - If segregation of groups takes place, the chances for contact are limited
- Networks
 - Networks are web of weak social ties, people we know of or who know of us
 - Largest network of all is the World Wide Web
- Social media and networking
 - Technology that links people in social activity
 - By 2011, 600 million people were involved in Facebook and by the end of 2012; the number has passed 1 billion
 - Today, Facebook, Twitter, and other social networking sites connect people all over the world

Formal Organizations

- Types
 - Utilitarian: Material rewards for members
 - Normative
 - Voluntary organizations
 - Ties to personal morality
 - Coercive: Punishment or treatment; total institutions
- Origins of Formal Organizations
 - Early organizations had limitations
 - First, they lacked technology

-Second, the preindustrial societies had traditional cultures

-Weber

-Rationalization

-Tradition makes a society conservative by limiting productive efficiency and ability to change

-Modern society gives a way to a rational focus on science, complex technology, and the organizational structure called "bureaucracy"

-Six Elements to Promote Ideal Organizational Efficiency

-Specialization of duties

-Hierarchy of offices

-Rules and regulations

-Technical competence

-Impersonality

-Formal, written communication

-Informal side of bureaucracy

-Origins of informality

-Personalities of organizational leaders

-Leadership style

-Modes of communication

-New information technology

-Problems of Bureaucracies

-Bureaucratic alienation: Potential to dehumanize individuals

-Bureaucratic inefficiency and ritualism: Preoccupation with rules and interferes with meeting goals

-Bureaucratic inertia: Perpetuation of the organization

Oligarchy

-Michels

-Pyramid shape places a few leaders in charge of the resources of the entire organization

-Democracy threatened as officials use power and resources for personal gain

-Reduces leaders accountability to the public

Evolution of Formal Organizations Scientific Management

-Scientific management:

-Scientific principles applied to the operation of a business/ large organization (Taylor)

-Steps

-Identify tasks and time needed for tasks

-Analyze to perform tasks more efficiently

-Provide incentives for worker efficiency

-New Challenges to Formal Organizations

-Challenges

-Race and gender

-Japanese work organizations

-Changing nature of work

Differences in Today's Information Age Jobs

-Creative freedom

-Competitive work teams

-Flatter organization

-Greater flexibility

McDonaldization of Society: George Ritzer

-Principles

-Efficiency: do it quickly

-Predictability: use set formulas

-Uniformity: leave nothing to chance

-Control: Humans re the most unreliable factor