

Sociology 224

Organizational Analysis

Harvard University
Department of Sociology
Fall 2004

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Office Hours By Appointment

Mondays 3:00 – 5:00 p.m.
601 William James Hall

Course Information

This course covers classical works in organization theory and surveys the main paradigms that are now active in the field. In addition, we read works from business historians, economists, comparativists, and critical theorists that have shaped sociological thinking about organizations. As the field is broad and deep in many spots, for each week I include a list of recommended further readings.

Requirements

Students should complete the required readings before each meeting. Please bring to each class meeting a copy of your reading notes for the week. These should outline the main arguments found in the readings and cover questions you have and connections you see between things we cover in the course. A final paper of approximately 15 pages will be due at the end of the semester. That paper will be based largely on course readings, and may take the form of a research proposal.

The final grade will depend on (1) class participation and discussion initiation, (2) weekly abstracts of the readings, and (3) a term paper.

Readings

Many of the readings are available online. See the course website. These are marked below (Website). Most of the remaining readings are available for you to photocopy in the library on the first floor of William James Hall. These are marked (WJH Library). In addition, I recommend you buy copies of the four books listed below. I have not ordered these through the bookstore because you can do better getting a mix of new and used copies through Amazon or another online bookseller. The books are:

Neil Fligstein, 1990. The Transformation of Corporate Control. Cambridge: Harvard University Press.

Granovetter, Mark. 1972. Getting a Job: A Study of Contacts and Careers. Cambridge: Harvard University Press.

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

William Roy. 1997. Socializing Capital: The Rise of the Large Industrial Corporation in America. Princeton, NJ: Princeton University Press.

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1. Week of September 20

THE DIVISION OF LABOR AND RATIONALIZATION

Smith, Adam, 1970 [1776]. The Wealth of Nations. Baltimore: Penguin, "Of the Division of Labor." Pages 109-21. (WJH Library)

Braudel, Fernand. 1977. Afterthoughts on Material Civilization and Capitalism. Baltimore: Johns Hopkins University Press. "Capitalism and Dividing Up the World." Pages 79-117. (WJH Library)

Taylor, Frederick W. 1981 [1911]. "Scientific Management." Pp. 54-66 in The Sociology of Organizations: Basic Studies. Second Edition. Edited by Oscar Grusky and George A. Miller. New York: Free Press. (WJH Library)

Weber, Max. 1978 [1968]. Economy and Society. Berkeley: University of California Press. "The Types of Legitimate Domination," and "Bureaucracy." Pages 213-254 and 956-969. (WJH Library)

Shenhav, Yehouda. 1999. Manufacturing Rationality: The Engineering Foundations of the Managerial Revolution. New York: Oxford University Press. Chapters 1 and 6 (pages 16-44 and 162-194). (WJH Library)

Further Reading:

Durkheim, Emile. 1933. The Division of Labor in Society, George Simpson (trans.). New York: Free Press.

Stark, David. 1980. "Class Struggle and the Transformation of the Labor Process: A Relational Approach." Theory and Society 9: 89-130.

Wallerstein, Immanuel. 1974. The Modern World-System. New York: Academic.

Cardoso, Fernando Henrique and Enzo Faletto. 1979. Dependency and Development in Latin America. Berkeley, CA: University of California.

Berlanstein, Lenard R. 1991. Big Business and Industrial Conflict in Nineteenth-Century France: A Social History of the Parisian Gas Company. Berkeley: University of California Press, 1991.

2. Week of September 27

THE DIVISION OF LABOR AND CONTROL

Marx, Karl. 1964. "Alienated Labor". Pp. 120-134 in Karl Marx: Early Writings. Translated and Edited by T.B. Bottomore. New York: McGraw-Hill. (WJH Library)

Braverman, Harry. 1974. Labor and Monopoly Capital. New York: Monthly Review Press. Chapters 5 and 6, pages 124-152. (WJH Library)

Edwards, Richard. 1979. Contested Terrain: The Transformation of the Workplace in the Twentieth Century. New York: Basic. Chapters 6-8, pp. 90-162. (WJH Library)

Burawoy, Michael. 1979 "Thirty Years of Making Out." Chapter 4, pp. 46-73 in Manufacturing Consent: Changes in the Labor Process under Monopoly Capitalism. Chicago: University of Chicago Press. (WJH Library)

Further Reading:

Voss, Kim. 1983. The Making of American Exceptionalism: The Knights of Labor and Class Formation in the Nineteenth Century. Ithaca: Cornell University Press.

Doeringer, Peter B., and Michael J. Piore. 1971. Internal Labor Markets and the Manpower Analysis. Lexington, MA: Heath.

Halle, David. 1984. America's Working Man. Chicago: University of Chicago.\

Burawoy, Michael. 1979. Manufacturing Consent: Changes in the Labor Process under Monopoly Capitalism. Chicago: University of Chicago Press.

Burawoy, Michael. 1978. "Toward a Marxist Theory of the Labor Process: Braverman and Beyond." Politics and Society 8:247-312.

3. Week of October 4

THE MODERN CORPORATION AND RATIONALIZATION

Chandler, Alfred D., Jr. 1988 [1980]. "The United States: Seedbed of Managerial Capitalism." Pp. 35-45 in The Transformation of Industrial Organization. Edited by Frank Hearn. Belmont, CA: Wadsworth. (WJH Library)

Chandler, Alfred D. Jr., 1977 "Middle Management: Function and Structure." Pp. 381-414 in The Visible Hand: The Managerial Revolution in American Business. Cambridge, MA: Harvard University Press. (WJH Library)

Coase, R.H. 1937. "The Nature of the Firm." Economica N.S. 4:386-405. (Website)

Williamson O.E. 1985. The Economic Institutions of Capitalism. New York: Free Press. Chapter 1. (WJH Library)

Further Reading:

Tirole, Jean. 1988. The Theory of Industrial Organization. Cambridge: MIT Press.

Chandler, Alfred D., Jr. 1962. Strategy and Structure: Chapters in the History of the Industrial Enterprise. Cambridge MA: MIT Press.

Chandler, Alfred D., Jr. 1990. Scale and Scope. Cambridge, MA: Harvard University Press.

Channon, Geoffrey. 1983. "A.D. Chandler's 'Visible Hand' in Transport History." The Journal of Transport History. Third Series 2: 53-64.

Williamson, Oliver E. 1981. "The Economics of Organization: The Transaction Cost Approach." American Journal of Sociology 87: 543-577.

McCraw, Thomas K. 1984. Prophets of Regulation. Cambridge, MA: Harvard University Press.

Kolko, Gabriel. 1965. Railroads and Regulation 1877-1916. Princeton: Princeton University Press.

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October 11: Columbus Day holiday observed
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4. Week of October 18

THE MODERN CORPORATION AND POWER

Fligstein, Neil. 1990. The Transformation of Corporate Control. Cambridge: Harvard University Press. Chapters 1, 2, and 9. (Book)

Roy, William. 1997. Socializing Capital: The Rise of the Large Industrial Corporation in America. Princeton, NJ: Princeton University Press. Chapters 1, 3, and 9. (Book)

Dobbin, Frank and Timothy Dowd. 2000. "'The Market that Antitrust Built: Public Policy, Private Coercion, and Railroad Acquisitions, 1825-1922.'" American Sociological Review 65:635-657. (Website)

Zuckerman, Ezra. 1999. "The Categorical Imperative: Securities Analysts and Illegitimacy Discount." American Journal of Sociology 104: 1398-1438. (Website)

Further Reading:

- Ocasio, William and Hyosun Kim. 1999. "The Circulation of Corporate Control: Selection of Functional Backgrounds of New CEOs in Large U.S. Manufacturing Firms, 1981-1992." Administrative Science Quarterly 44: 532-562.
- Davis, Gerald F., Kristina A. Diekmann, and Catherine H. Tinsley. 1994. "The decline and fall of the conglomerate firm in the 1980s: The deinstitutionalization of an organizational form." American Sociological Review 59: 547-570.
- Mills, C. Wright. 1956. The Power Elite. New York: Oxford University Press.
- Useem, Michael. 1984. The Inner Circle. New York: Oxford University Press.
- Bachrach, Peter, and Morton Baratz. 1962. "The Two Faces of Power." American Political Science Review 56.
- Lukes, Steven. 1974. Power: A Radical View. London: Oxford University Press.

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5. Week of October 25

THE CARNEGIE SCHOOL: ORGANIZATION AS NATURAL SYSTEM

- Barnard, Chester I. 1968 [1938]. The Functions of the Executive. Cambridge, MA: Harvard University Press. Pages 82-113. (WJH Library)
- March, James G., and Herbert A. Simon. 1958. Organizations. New York: John Wiley and Sons. Chapter 6, pp. 136-171. "Cognitive Limits on Rationality." (WJH Library)
- Cyert, Richard M., and James G. March. 1963. A Behavioral Theory of the Firm. Englewood Cliffs, NJ: Prentice-Hall. Chapters 6 and 7, pp. 114-148. (WJH Library)
- Cohen, Michael D., James G. March, and Johan P. Olsen. 1972. "A Garbage Can Model of Organizational Choice." Administrative Science Quarterly, 17: 1-25. (Website)
- Levitt, Barbara, and James G. March. 1988. "Organizational Learning." In W.R. Scott, ed., Annual Review of Sociology, 14: 319-340. (Website)

Further Reading:

- March, James G., and Johan P. Olsen. 1979. Ambiguity and Choice in Organizations. Bergen: Universitetsforlaget.
- Simon, Herbert A. 1957. Administrative Behavior: A Study of Decision-Making Processes in Administrative Organization. New York: Free Press.

Cohen, Michael D. and James G. March. 1986. Leadership and Ambiguity: The American College President. Second Edition. Boston: Harvard Business School Press.

Jelinek, Mariann. 1979. Institutionalizing Innovation: A Study of Organizational Learning Systems. New York: Praeger.

Weick, Karl E. 1993. "Sensemaking in Organizations: Small Structures with Large Consequences." Pp. 10-37 in Social Psychology in Organizations: Advances in Theory and Research. Edited by J. Keith Murnighan. Englewood Cliffs, NJ: Prentice Hall.

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6. Week of November 1

HUMAN RELATIONS AND THEORY Z: NATURAL SYSTEM REDUX

Mayo, Elton. 1984 [1949]. "Hawthorne and the Western Electric Company." Pp. 279-292 in Organization Theory: Selected Readings. Second Edition. Edited by D.S. Pugh. New York: Penguin. (WJH Library)

Roethlisberger, F.J., and William J. Dickson. 1939. Management and the Worker. Cambridge, MA: Harvard University Press. Chapters 24 and 26. Pages 551-568 and 590-604. (WJH Library)

Ouchi, William G. 1981. Theory Z: How American Business Can Meet the Japanese Challenge. New York: Avon. Pp. 10-59. (WJH Library)

Barley, Stephen R. and Kunda, Gideon. 1992. "Design and devotion: surges of rational and normative ideologies of control in managerial discourse." Administrative Science Quarterly. 37: 363-400. (Website)

Further Reading:

Franke, Richard H., and J. D. Kaul 1978. The Hawthorne experiments: First statistical interpretation. American Sociological Review, 43: 623-643.

Johnson, Chalmers. 1982. MITI and the Japanese Miracle: The Growth of Industrial Policy, 1925-1975. Stanford, CA: Stanford University Press.

James Fallows. 1993. "Looking at the Sun." The Atlantic Monthly v. 272, no. 5, November: 69-100.

Lincoln, James R., and Arne L. Kalleberg. 1985. "Work Organization and Workforce Commitment: A Study of Plants and Employees in the U.S. and Japan." American Sociological Review 50: 738-760.

Cole, Robert E. 1989. Strategies for Learning: Small-group Activities in American, Japanese, and Swedish Industry. Berkeley: University of California Press.

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7. Week of November 8

NATIONAL INSTITUTIONS AND THE CORPORATION

Bendix, Reinhard. 1956. Work and Authority in Industry. New York: John Wiley and Sons. Pages 1-46 and 254-281. (WJH Library)

Fligstein, Neil and Haldor Byrkjeflot. 1996. "The Logic of Employment Systems." Pp. 11-35 in Social Differentiation and Social Inequality. James N. Baron, David Grusky, and Donald Treiman (eds.). Boulder, CO: Westview. (WJH Library)

Piore, Michael J. and Charles F. Sabel. 1984. The Second Industrial Divide: Possibilities for Prosperity. New York: Basic. Chapters 6 and 9. Pp. 133-164 and 221-250. (Website: 2 files)

Kelly, Erin and Frank Dobbin. 1999. "Civil Rights Law at Work: Sex Discrimination and the Rise of Maternity Leave Policies." American Journal of Sociology. 105:455-492. (Website)

Further Reading:

Whitley, Richard. 1999. Divergent Capitalisms: The Social Structuring and Change of Business Systems. Oxford: Oxford University Press. Chapters 1 and 2, pages 1-64.

Djelic, Marie-Laure. 1998. Exporting the American Model: The Postwar Transformation of European Business. New York: Oxford University Press.

Guillén, Mauro F. 1994. Models of Management: Work, Authority, and Organization in a Comparative Perspective. Chicago: University of Chicago Press.

Cumings, Bruce. 1987. "The Origins and Development of the Northeast Asian Political Economy: Industrial Sectors, Product Cycles, and Political Consequences." Pp. 44-83 in The Political Economy of the New Asian Industrialism. Edited by Frederick C. Deyo. Ithaca: Cornell University Press.

Hofstede, Geert. 1980. Culture's Consequences: International Differences in Work Values. Beverly Hills: Sage.

Biernacki, Richard. 1995. The Fabrication of Labor: Germany and Britain, 1640-1914. Berkeley: University of California Press.

Soskice, David. 1991. "The Institutional Infrastructure for International Competitiveness: A Comparative Analysis of the U.K. and Germany." Pp. 45-66 in Economics for the New Europe. Edited by Anthony B. Atkinson and Renato Brunetta. London: Macmillan.

Kogut, Bruce, Gordon Walker and Jaideep Anand. Forthcoming. "Agency and Institutions: National Divergences in Diversification Behavior." Organization Science.

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8. Week of November 15

CONTINGENCY THEORY AND RESOURCE DEPENDENCE:

Woodward, Joan. 1984 [1958]. "Management and Technology." Pp. 52-66 in Organization Theory: Selected Readings. Second Edition. Edited by D.S. Pugh. New York: Penguin. (Website)

Lawrence, Paul D., and Jay W. Lorsch. 1967. "Differentiation and Integration in Complex Organizations." Administrative Science Quarterly, 12: 1-47. (Website)

Thompson, James D. 1967. Organizations in Action: Social Science Bases of Administrative Theory. New York: McGraw-Hill. Chapters 1, 3, and 4. Pages 1-13 and 25-50. (Website)

Lawrence, Paul D., and Jay W. Lorsch. 1967. Organization and Environment: Managing Differentiation and Integration. Boston: Harvard Business School Press. Chapter 8, pages 185-210. (WJH Library)

Pfeffer, Jeffrey, and Gerald R. Salancik. 1978. The External Control of Organizations: A Resource Dependence Perspective. New York: Harper and Row. Chapters 2 and 3, pages 23-61. (WJH Library)

Mizruchi, Mark S. 1996. "What do Interlocks do? An Analysis, Critique, and Assessment of Research on Interlocking Directorates." Annual Review of Sociology, 22: 271-298. (Website)

Further Reading:

Pfeffer, Jeffrey. 1981. Power in Organizations, chapters 1-3. Cambridge, MA: Ballinger.

Davis, Gerald F. and Walter W. Powell. 1992. Organization-Environment Relations. Handbook of Industrial and Organizational Psychology (Second Edition). New York: Consulting Psychologists Press, 3, 315-375.

Mintz, Beth and Michael Schwartz. 1985. The Power Structure of American Business. Chicago: University of Chicago Press.

Pugh, Derek S., David J. Hickson, C. Robin Hinings, K. M. MacDonald, C. Turner, and T. Lupton. 1963. "A Conceptual Scheme for Organizational Analysis." Administrative Science Quarterly, 8:289-316.

Burns, Lawton R. and Douglas R. Wholey. 1993. "Adoption and Abandonment of Matrix Management Programs: Effects of Organizational Characteristics and Interorganizational Networks." Academy of Management Journal 36: 106-38.

Burt, Ronald S. 1992. Structural Holes. Cambridge MA: Harvard University Press.

Powell, Walter W. 1990. Neither Market nor Hierarchy: Network Forms of Organization. In B. Staw and L. Cummings, eds., Research in Organizational Behavior, 12: 295-336. Greenwich, CT: JAI Press.

9. Week of November 22

POPULATION ECOLOGY

Stinchcombe, Arthur. 1965. Pages 142-169 of "Social Structure and Organizations." In Handbook of Organizations. Edited by James March. Chicago: Rand McNally. (Website: 2 files)

Hannan, Michael T., and John Freeman. 1977. "The Population Ecology of Organizations." American Journal of Sociology 82: 929-964. (Website)

Aldrich, Howard. 1999. Organizations Evolving. Thousand Oaks, CA: Sage. Chapters 2 and 3, pages 20-74. (Website: 2 files)

Baum, Joel A.C. 1996. "Organizational Ecology." Pp. 77-114 in Stewart R. Clegg, Cynthia Hardy, and Walter Nord (eds.), Handbook of Organization Studies. London: Sage. (Website)

Haveman, Heather A. 1994. "Follow the Leader: Mimetic Isomorphism and Entry into New Markets." Administrative Science Quarterly 38: 593-627. (Website)

Further Reading:

Hannan, Michael T. and John Freeman. 1989. Organizational Ecology. Cambridge, MA: Harvard University Press.

Carroll, Glenn R., and Michael T. Hannan. 2000. The Demography of Corporations and Industries. Princeton NJ: Princeton University Press.

Nelson, Richard and Sidney Winter. 1982. An Evolutionary Theory of Economic Change. Cambridge, Massachusetts, Harvard University Press.

Hannan, Michael T. and Glenn R. Carroll. 1992. Dynamics of Organizational Populations: Density, Legitimation, and Competition. New York: Oxford University Press.

Baum, Joel A.C. and Jitendra Singh, eds. 1992. Evolutionary Dynamics of Organizations. New York: Oxford University Press.

10. Week of November 29

THE INSTITUTIONAL SCHOOL

Selznick, Philip. 1948. "Foundations of the Theory of Organization." American Sociological Review 13:25-35. (Website)

Zald, Mayer N., and Patricia Denton. 1963. "From Evangelism to General Service: The Transformation of the YMCA." Administrative Science Quarterly, 8: 214-234. (Website)

Clark, Burton R. 1972. "The Organizational Saga in Higher Education." Administrative Science Quarterly, 17: 178-183. (Website)

Meyer, John and Brian Rowan (1977) "Institutionalized Organizations: Formal Structure as Myth and Ceremony." American Journal of Sociology 83:340-63. (Website)

DiMaggio, Paul J., and Walter W. Powell. 1983. "The Iron Cage Revisited: Institutional Isomorphism and Collective Rationality in Organizational Fields." American Sociological Review 48: 147-160. (Website)

Dobbin, Frank, and John R. Sutton. 1998. "The Strength of a Weak State: The Rights Revolution and the Rise of Human Resources Management Divisions." American Journal of Sociology 104:441-476. (Website)

Further Reading:

Selznick, Philip. 1949. TVA and the Grassroots. Berkeley: University of California Press.

Selznick, Philip. 1969. Law, Society and Industrial Justice. New York: Russell Sage.

Nonet, Philippe and Philip Selznick. 1978. Law and Society in Transition: Toward Responsive Law. New York: Octagon Books.

Powell, Walter W., and Paul J. DiMaggio, eds. 1991. The New Institutionalism in Organizational Analysis. Chicago: University of Chicago Press.

DiMaggio, Paul J. 1988. "Interest and Agency in Institutional Theory." Pp. 3-21 in Institutional Patterns and Organizations. Edited by Lynne G. Zucker. Cambridge, Mass.: Ballinger.

Dobbin, Frank. 1994. "Cultural Models of Organization: The Social Construction of Rational Organizing Principles." Pp. 117-141 in Sociology of Culture: Emerging Theoretical Perspectives. Edited by Diana Crane. Oxford: Basil Blackwell.

Peter A. Hall and Rosemary C.R. Taylor. 1996. "Political Science and the Three New Institutionalisms." Political Studies 44: 936-58.

Campbell, John L. 1998. "Institutional Analysis and the Role of Ideas in Political Economy." Theory and Society 27: 377-409.

Scott, W. Richard. 1995. Institutions and Organizations. Sage: Thousand Oaks, CA.

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11. Week of December 6

ORGANIZATIONS AND LABOR MARKETS

Harrington, Michael and Mark Levinson. 1988 [1985]. "The Perils of a Dual Economy." Pp. 333-341 in The Transformation of Industrial Organization. Edited by Frank Hearn. Belmont, CA: Wadsworth. (Website)

Gordon, David M., Richard Edwards, and Michael Reich. 1982. Segmented Work, Divided Workers. London: Cambridge University Press. Chapters 1 and 6, pages 1-17 and 228-239. (WJH Library)

Reskin, Barbara and Patricia Roos. 1990. Job Queues, Gender Queues: Explaining Women's Inroads into Male Occupations. Philadelphia: Temple University Press. Pages 3-68. (WJH Library)

Milkman, Ruth. 1987. Gender at Work: The Dynamics of Job Segregation by Sex during World War II. Champaign: University of Illinois Press. Chapters 1, 4, and 7, pages 1-11, 49-64, and 99-127. (WJH Library)

Further Reading:

Bielby, William T. 1981. "Models of Status Attainment." Research in Social Stratification and Mobility 1:3-26.

Featherman, David L. and Robert M. Hauser. 1978. Opportunity and Change. New York: Academic.

Goldin, Claudia. 1990. Understanding the Gender Gap: An Economic History of American Women. New York: Oxford University Press.

Hodson, Randy. 1978. "Labor in the Monopoly, Competitive, and State Sectors of Production." Politics and Society 8:429-480.

DiPrete, Thomas. 1989. The Bureaucratic Labor Market: The Case of the Federal Civil Service. New York: Plenum.

Western, Bruce. 1994. "Unionization and Labor Market Institutions in Advanced Capitalism, 1950-1985." American Journal of Sociology 99: 1314-41.

12. Week of December 13

ORGANIZATIONS AND STRATIFICATION

Baron, James N., and William T. Bielby. 1980. "Bringing the Firms Back in: Stratification, Segmentation, and the Organization of Work." American Sociological Review, 45: 737-765. (Website)

Baron, James N., and William T. Bielby. 1985. "Organizational Barriers to Gender Equality: Sex Segregation of Jobs and Opportunities." Pp. 233-251 in Gender and the Life Course. Edited by Alice S. Rossi. New York: Aldine. (WJH Library)

Kanter, Rosabeth. 1977. Men and Women of the Corporation. New York: Basic. Chapters 6-8, pp. 129-244. (Book)

Tomaskovic-Devey, Donald. 1993. Gender and Racial Inequality at Work: The Sources and Consequences of Job Segregation. Ithaca, NY: ILR Press. Pages 3-58. (WJH Library)

Fernandez, Roberto M. 2001. "Skill-Biased Technological Change and Wage Inequality: Evidence from a Plant Retooling." American Journal of Sociology 107 (2): 273-320. (Website)

Further Reading:

Baron, James N. 1984. "Organizational Perspectives on Stratification." Annual Review of Sociology 10: 37-69.

Ibarra, Herminia. 1992. "Homophily and Differential Returns: Sex Differences in Network Structure and Access in an Advertising Firm." Administrative Science Quarterly, 37: 422-447.

Haveman, Heather A., and Lisa E. Cohen. 1994. The ecological dynamics of careers: The impact of organizational founding, dissolution, and merger on job mobility. American Journal of Sociology, 100: 104-152.

Acker, Joan. 1990. "Hierarchies, jobs, bodies: A theory of gendered organizations". Gender and Society 4 (2):139-158).

Cohen, Lisa E., Joseph P. Broschak and Heather A. Haveman. 1998. "And Then There Were More? The Effect of Organizational Sex Composition on the Hiring and Promotion of Managers". American Sociological Review: 96: 1-27.

Reskin, Barbara. 1993. "Sex Segregation in the Workplace." Annual Review of Sociology 19: 241-70.

Reskin, Barbara F., Debra B. McBrier, and Julie A. Kmec. 1999. "The Determinants and Consequences of Workplace Sex and Race Composition." In Karen Cook and John Hagan, eds., Annual Review of Sociology, 25: 235-261.

13. Week of December 20

NETWORKS

Granovetter, Mark. 1972. Getting a Job: A Study of Contacts and Careers. Cambridge: Harvard University Press. Pages 3-103. (Book)

Burt, Ronald S. 1992. Structural Holes: The Social Structure of Competition. Cambridge MA: Harvard University Press. Pages 1-49. (WJH Library)

Marsden, Peter V. 1990. "Network Data and Measurement." Annual Review of Sociology 16: 435-463. (Website)

Uzzi, Brian. 1999. "Embeddedness in the Making of Financial Capital: How Social Relations and Networks Benefit Firms Seeking Financing." American Sociological Review 64: 481-505. (Website)

Reskin, Barbara, and Debra Branch McBrier. 2000 "Why Not Ascription? Organizations' Employment of Male and Female Managers." American Sociological Review 65: 210-233. (Website)

Podolny, Joel M. 1993. "A Status-Based Model of Market Competition." American Journal of Sociology 98: 829-872. (Website)

Further Reading:

Abbott, Andrew. 1994. Review of "Identity and Control: A Structural Theory of Social Action" by Harrison White. Social Forces 73:895-901.

Tilly, Charles. 1993. Review of "Identity and Control: A Structural Theory of Social Action" by Harrison White. Contemporary Sociology 22: 307-309.

Meyer, Marshall. 1993. Review of "Identity and Control: A Structural Theory of Social Action" by Harrison White. Contemporary Sociology 22: 309-311.

Boudon, Raymond. 1993. Review of "Identity and Control: A Structural Theory of Social Action" by Harrison White. Contemporary Sociology 22: 311-314.

Calhoun, Craig. 1993. Review of "Identity and Control: A Structural Theory of Social Action" by Harrison White. Contemporary Sociology 22: 314-318.

Marsden, Peter. 1983. "Restricted Access in Networks and Models of Power." The American Journal of Sociology 88 (4): 686-717.

Podolny, Joel M., and Toby E. Stuart. 1995. "A Role-Based Ecology of Technological Change."
American Journal of Sociology 100 (5): 1224 -1260.