

San José State University

# Department of Anthropology

## ANTH 133(1) Organizational Cultures, Fall 2022

### Course and Contact Information

Instructor: Maribel Martínez

Telephone: (408) 766-4143  
Email: Maribel.Martinez@sjsu.edu  
By appointment Only

Office Hours: <https://sjsu.zoom.us/j/9517900270>

Class Days/Time: Wednesdays 6:00-7:15pm

Classroom: Clark 204

Prerequisites: ANTH 11 or instructor consent

### Course Format

### Course Description

Complex organizations as dynamic sociocultural systems. Topics include organizational culture, cross-cultural study of organizations, organizational ethnography, cultural diversity, organizational learning, and relevance of a cultural approach to enhance organizational effectiveness in a rapidly-changing world.

### Course Learning Outcomes (CLO)

Upon successful completion of this course, students will be able to:

1. describe and analyze the cultural dimensions of organizations and their relationships with complex environments;
2. be able to analyze an organization as a sociocultural system that affects--and is affected by--the people who interact with it;
3. be able to describe how people from at least one “non-Western” culture have organized to accomplish collective goals;
4. be able to collect and analyze data about organizations and expressions of culture within them;

5. describe and analyze the cultural dimensions of organizations and their relationships with complex environments;
6. describe organizations as arenas in which larger social issues are expressed, negotiated, and managed; and
7. develop tools for more effective action within organizations.

## Required Texts/Readings (Required)

### Textbooks

Michael Harrison (2004). *Diagnosing Organizations*, 3e. [ISBN 9780761925729] ([SJSU library permalink](#))

Alicia Garza (2020). *The Purpose of Power How We Come Together When We Fall Apart* [[eBook](#)]

Ilana Gershon (2015). *A World of Work* [ISBN 9780801456855] ([SJSU library permalink](#))

Brian Moeran (2007). *Ethnography at Work* [ISBN 9781845204983] ([SJSU library permalink](#))

Additionally, materials such as external links, PDFs, and multimedia files will be provided by your instructor.

Will need access to Netflix for an assignment

## Library Liaison

Silke Higgins is the department's library liaison and can be contacted at [silke.higgins@sjsu.edu](mailto:silke.higgins@sjsu.edu). She is a graduate of our program and knows the department very well.

## Course Requirements and Assignments

1. Open Systems Perspective Analysis (15% course grade). Students will use the open systems perspective described by Michael Harrison in Diagnosing Organizations to analyze a formal organization.
2. Work & Job Analysis (15% course grade). Students will analyze the work associated with a specific job following concepts and questions developed by Ilana Gershon in A World of Work.
3. Organizational Case Study (15% course grade). Students will read and analyze a case study in order to hypothesize appropriate organizational plans and recommendations.

4. Reading notes (15% course grade). Students will submit notes of the reading assignments using the provided template. These will be due on certain weeks.

5. Midterm Examination (15% course grade). Students will answer essay questions based on course readings and lectures in a take-home examination.

6. Final Examination (15% course grade). Students will answer and submit an organizational plan that demonstrates the key learning from the class

7. Participation (10% course grade). Students will participate in online discussions by providing insights and questions based on readings, lectures, and contemporary analyses of events. You are also required to complete the pre-semester survey, fully set up your Canvas profile as instructed, and schedule at least one session with the instructor during office hours.

This class will incorporate materials from organizations and the media to address questions regarding its effectiveness. Accordingly, the instructor may adjust assignments to reflect the realities of such collaboration in order to maximize student learning. Any necessary adjustments will be made collaboratively with the class and announced well in advance.

Success in this course is based on the expectation that students will spend, for each unit of credit, a minimum of 45 hours over the length of the course (normally three hours per unit per week) for instruction, preparation/studying, or course-related activities, including but not limited to internships, labs, and clinical practica. Other course structures will have equivalent workload expectations as described in the syllabus.”

### **Final Examination or Evaluation**

The take-home final will be a culminating project that may be submitted as a written document or through multimedia. The assignment examples will be posted the week of Nov 23.

## **Grading Information**

Course grades will be assigned as follows:

A plus = 98-100%

A = 94-97%

A minus = 90-93%

B plus = 88-89%

B = 84-87%

B minus = 80-83%

C plus = 78-79%

C = 74-77%

C minus = 70-73%

D plus = 68-69%

D = 64-67%

D minus = 60-63%

F = lower than 60%

Note that “All students have the right, within a reasonable time, to know their academic scores, to review their grade-dependent work, and to be provided with explanations for the determination of their course grades.” See [University Policy F13-1](http://www.sjsu.edu/senate/docs/F13-1) at <http://www.sjsu.edu/senate/docs/F13-1.pdf> for more details. The instructor will return materials submitted for a grade in a timely manner. The instructor can discuss student grades during office hours, but I will not do so by phone or email, or in class.

### **Determination of Grades**

**You may be allowed to make up an exam only if (1) you contact me immediately by phone or email and (2) you can provide a compelling *and documented* excuse for your absence (e.g. family emergency, sickness, injury, etc.)**

**All assignments must be completed during the designated period. A two-day grace period is given on all large assignments (excluding tests.)**

**Late assignments beyond that grace period that lack documented and compelling excuses *may* be accepted for grade with a penalty (depending upon the nature of the assignment). Any penalties will be discussed with the student prior to submission.**

## **Classroom Protocol**

This class meets in person. Participation is highly recommended for successful completion of the course. Class time will be used to review assignments, review case studies, and engage in class discussion.

There are a few recommendations I have regarding technology use for this course. Considerable research demonstrates that students learn more by jotting notes on paper and then revising them as they enter them later on a keyboard. Additionally, the internet has become both a tool for research and for cheating, especially plagiarism. This is an upper-division class, so there are no excuses for failing to understand integrity in general and academic integrity in particular. If you are unclear about how to cite sources, please reach out to the Writing Center or consult with an advisor or your instructor.

Please communicate with your instructor early and often if you are ill or for whatever reason you need any accommodation.

## **University Policies**

Per University Policy S16-9 (<http://www.sjsu.edu/senate/docs/S16-9.pdf>), relevant information to all courses, such as academic integrity, accommodations, dropping and adding, consent for the recording of the class, etc. is available on the Office of Graduate and Undergraduate Programs' [Syllabus Information web page](http://www.sjsu.edu/gup/syllabusinfo/) at <http://www.sjsu.edu/gup/syllabusinfo/>

# **ANTH 133 / Organizational Culture, Fall 2022,**

## **Course Schedule**

- The schedule is subject to change with prior notice. Students are responsible for reviewing course communication and completing all assignments listed in the weekly modules.

Week/Lesson/Module	Date	Topics, Readings, Assignments, Deadlines
1	8/24	Course overview and Canvas Tour Read: <a href="#"><i>The Rise of Corporate Anthropology</i></a> <b>COURSE SURVEY DUE</b>
2	8/31	The Open Systems Perspective <i>OPEN SYSTEMS PERSPECTIVE ANALYSIS            DISTRIBUTED</i> Reading: Harrison Chs. 1 & 2  How to read a scholarly article <b>CANVAS PROFILE DUE</b>
3	9/7	Organizations & Organizing Needs, Organizational Structure, & Functions Reading: Harrison Chs. 3 & 4 Introducing the Concept Organizational Culture: The Anthropological Approach Ann T. Jordan
4	9/14	Historical Perspectives on Anthropology, Organizations & Culture  Podcast: This is Anthropology 1 - Anthropology through the Ages (with Alice Beck Kehoe)

Week/Lesson/Module	Date	Topics, Readings, Assignments, Deadlines
		Garza Ch 1 <b>OPEN SYSTEM ANALYSIS DUE</b>
5	9/21	Metaphors for Studying Organizational Culture CASE STUDY DISTRIBUTED Using Organizational Culture in Consulting: Empirical Examples <b>COMPLETE: STRENGTHS TOP 5</b>
6	9/28	Watch: Tricia Wang: Global Tech Ethnography video Practical Implications of Organizational Culture Where Americans and Japanese Work Together  Garza: Ch 2
7	10/5	Watch: Diego Vigil: Urban Anthropologist video  Garza: Ch 3-5
8	10/12	Watch: The Captivating and Curious Careers of Anthropology video Garza: Ch 6, 7  <b>CASE STUDY DUE</b>

Week/Lesson/Module	Date	Topics, Readings, Assignments, Deadlines
9	10/19	<p><a href="https://www.nytimes.com/2016/02/28/magazine/what-google-learned-from-its-quest-to-build-the-perfect-team.html?smid=pl-share">https://www.nytimes.com/2016/02/28/magazine/what-google-learned-from-its-quest-to-build-the-perfect-team.html?smid=pl-share</a></p> <p><a href="https://rework.withgoogle.com/print/guides/5721312655835136/">https://rework.withgoogle.com/print/guides/5721312655835136/</a></p> <p>watch: <a href="https://youtu.be/LhoLuui9gX8">https://youtu.be/LhoLuui9gX8</a></p>
10	10/26	<b>MIDTERM : Class does not meet</b>
11	11/2	<p>Dangerous Liaisons: Trust, Distrust, and Information Technology in American Work Organizations Author(s): Marietta L. Baba</p> <p>Change, Loss, and Organizational Culture: Anthropological</p> <p>Consultant as Facilitator of Grief Work</p>
12	<p>11/9</p> <p>CLASS will meet on Zoom</p>	<p>Mariachi by Moonlight by Roberto J Gonzalez <a href="https://americanethnologist.org/features/collections/flash-ethnography/mariachi-by-moonlight">https://americanethnologist.org/features/collections/flash-ethnography/mariachi-by-moonlight</a></p> <p>Garza: Ch 8-11</p>

Week/Lesson/Module	Date	Topics, Readings, Assignments, Deadlines
13	11/16	Garza: Ch 11-15 <b>JOB ANALYSIS DUE</b>
14	11/23 Class does not meet	Non-instructional day Watch: <a href="#">Everyday Bias: Identifying and Navigating Unconscious Judgments   Howard Ross   Talks at Google</a>
15	11/30	Garza Ch 16, 17, 18 and Epilogue Watch: Genevieve Bell: "Being Human in a Digital World"
16	11/6 (non-class date)	<b>COURSE REFLECTION DUE</b>
Final Exam	12/14	submit via Canvas by 11:59 pm