

Economic Sociology

Introduction & Objectives

This seminar focuses on the contributions of the "New Economic Sociology". Building on work by original and current authors in this area, the seminar deals with some of the most significant contributions in the field of economic sociology. The seminar provides an overview of the classical foundations by focusing on labour markets, of the sociology of work and occupations, in which we especially emphasize different aspects of inequality. The course, then, moves on to a different level of analysis, examining markets and organizations. Overall, the seminar's objective is to present current work and put this work in perspective with the broader debates in economic sociology.

Competences

General

CG3: Conduct a critical analysis, evaluation and synthesis of new and complex ideas with the objective to produce general principles applicable to business situations.

CG4: Profound understanding and appreciation of the importance of the human factor within an organizational framework.

Specific

CE3: Organization, planning and implementation of a research project related to social sciences.

CE7: Ability to articulate research questions that could extend our understanding of the field, and design a research program to answer them.

CE17: Ability to critically establish the relevance and significance of the results obtained with respect to the proposed objectives, and prepare conclusions within the framework of current scientific knowledge on the topic in question.

CE18: Develop a scientific / technical report or research work with the objective to inform the scientific community on the contribution of the research conducted, making use of adequate information technology for both acquisition and dissemination of research results

Methodology

All students are expected to attend all meetings having carefully read the material and prepared to discuss the readings. This course is a seminar, and you should participate actively. The intellectual returns to this course rely heavily on student participation. It is not a lecture course. Unlike undergraduate courses, where the purpose is (often) to master a definitive set of "facts," the purpose of this course is to develop your independent thinking skills. As such, *I will lecture as little as possible*. Instead, I intend to moderate an active discussion centred on key questions from the readings. This format mimics in miniature what you will be doing as academics, actively engaging in debate with colleagues. *Do not* shy away from points. *Do* push arguments. *Do not* accept two logically inconsistent points as "equally valid perspectives." *Do* seek to understand the basic assumptions that drive different conclusions. We seek to develop a deeper understanding of social theory by confronting alternative positions. For this format to work, *you must be active participants*.

A standard paper discussion session proceeds as follows. Each of you will be assigned to a specific paper on which you will lead the class discussion (approx. 15-20 minutes per paper). A critical summary of the assigned paper is required which should include:

A/: Description of the article (50% of your review)

- Purpose or core research question developed by the article
- Main theoretical arguments
- Methods, measures, analysis
- Main results
- Contributions to the literature

B/ Critical comments on the prior points (50% of your review)

Note that you will have to prepare in details one article for each session, and that you will have to prepare at least three .ppt presentations throughout the class, where you will summarize the points mentioned above about what you have learned from the article (6 to 8 slides maximum). You will deliver the .ppt presentation summarizing the overall contribution of the article and focus on the critique of its different sections. The audience will react to these presentations, much like a discussant and audience would at a research seminar.

Note, that once you have delivered the three presentations, you are still required to have prepared in details one article for each session, only the format will differ (on a side note, when you are presenting a paper, feel free to use the board in the classroom to write the main arguments/ results, draw the main relationships between the constructs, etc.). I encourage you to coordinate amongst yourselves prior to each class, so that we have a “balanced” number of .ppt presentations during the seminar and we have at least one .ppt presentation per session for sessions 2, 3, 5, 6, 7, 8 and 9.

Furthermore, one student will be assigned as the integrator for that session, tying together all reading in that session and placing them in the context of the field. This student will prepare an integration scheme for all the papers, to be presented at the end of the session (10-15 minutes maximum). The integration scheme should include how these papers are linked to each other and how they differ, what are the main questions pursued in these papers, what answers these papers provide to these questions, and what future research are or can be pointed out by these papers.

When it comes to the final paper, the outcome of the seminar should be a short but innovative conceptual and/or empirical work closely based on the seminar’s concepts. The paper should be a 10-15 (12-point readable font; double-spaced) page term paper. As a group, we will discuss and provide feedback on the initial idea during the course. The refined proposals will be presented and discussed in the last session of the course. The final proposal is due on May 6.

Course Evaluation

Your course grade will be calculated as follow:

- Class participation (50%)
- Term paper (50%)

COURSE OUTLINE

SESSION	DESCRIPTION	READINGS
1 <u>15/02/2022:</u> 9h30-12h15	Introduction Prof. Romain Boulongne	<p>Dobbin, Frank and Joel A. Baum. 2000. "Introduction: Economics Meets Sociology in Strategic Management." <i>Advances in Strategic Management</i>. 17: 1-26.</p> <p>Gibbons, Robert. 2005. "What is Economic Sociology and Should Any Economists Care?" <i>Journal of Economic Perspectives</i> 19:3-7.</p> <p>Granovetter, Mark. 2005. "The Impact of Social Structure on Economic Outcomes". <i>Journal of Economic Perspectives</i> 19 (Winter): 33-50.</p> <p>Smelser, Neil J. and Richard Swedberg. 2005. "Introducing Economic Sociology." Pp. 3-26. In <i>The Handbook of Economic Sociology</i>, edited by Neil J. Smelser and Richard Swedberg, New York and Princeton, NJ: Russell Sage Foundation and Princeton University Press</p> <p>Recommended:</p> <p>Viviana Zelizer. 2012. "How I Became a Relational Economic Sociologist and What Does That Mean?" <i>Politics & Society</i> 40: 145-174.</p> <p>Swedberg, R. <i>Principles of Economic Sociology</i>. Chapter I pp. 1-31.</p>
2 <u>17/02/2022:</u> 14h30-17h15	Labour markets Prof. Romain Boulongne	<p>Abbott, A. 1988. <i>The system of professions</i>. Chicago: Chicago University Press. Chapter 4, "the System of Professions," pp 86-112.</p> <p>Abbott, A. 1988. <i>The system of professions</i>. Chicago: Chicago University Press. Chapter 11, "Conclusion", pp 315-325.</p> <p>Baron, J. N. 1984 "Organizational perspectives on stratification". <i>Annual Review of Sociology</i>, 10:37-69</p> <p>Leung, Ming D. 2014. "Dilettante or Renaissance Person? How the Order of Job Experiences Affects Hiring in an External Labor Market." <i>American Sociological Review</i>, 79 (1): 136-58.</p> <p>Merluzzi, J. and D. J. Phillips (2016). "The Specialist Discount: Negative Returns for MBAs with Focused Profiles in Investment Banking." <i>Administrative Science Quarterly</i>, 61, 1:87-124.</p>
3 <u>22/02/2022:</u> 9h30-12h15	Stratification and inequality Prof. Romain Boulongne	<p>Castilla E.J. and Benard. S. 2010. "The Paradox of Meritocracy in Organizations." <i>Administrative Science Quarterly</i> 55 (4): 543-576</p>

		<p>Ody-Brasier A. and Fernandez-Mateo, I. 2017. "When Being in the Minority Pays Off: Relationships among Sellers and Price Setting in the Champagne Industry." <i>American Sociological Review</i> 82(1): 147-178.</p> <p>Petersen, T., & Saporta, I. 2004. "The opportunity structure for discrimination." <i>American Journal of Sociology</i>, 109 (4), 852–901.</p> <p>Rivera, L. and A. Tilcsik. 2019. "Scaling Down Inequality: Rating Scales, Gender Bias, and the Architecture of Evaluation." <i>American Sociological Review</i>, 84(2): 248-274.</p> <p>Recommended:</p> <p>Baron, J. N., Bielby, W. T. 1980 "Bringing the firms back in: Stratification, segmentation, and the organization of work". <i>American Sociological Review</i>, 45: 737–765.</p> <p>Baron, J.N., & Bielby, W.T. (1984): "The organization of work in a segmented economy." <i>American Sociological Review</i>, 49 (4), 454–473.</p> <p>Fernandez-Mateo, I. & Fernandez, R. (2016). "Bending the pipeline? Executive Search and Gender Inequality in Top Management Jobs." <i>Management Science</i>.</p> <p>Kang, S., K. Decelles, A. Tilcsik, and S. Jun. 2016. "Whitened Resumes: Race and Self-Presentation in the Labor Market." <i>Administrative Science Quarterly</i>, 61: 469-502.</p> <p>Kalev, A., Dobbin, F., & Kelly, E. (2006): "Best practices or best guesses? Assessing the efficacy of corporate affirmative action and diversity policies." <i>American Sociological Review</i>, 71 (4), 589–617.</p> <p>Rivera, L. and A. Tilcsik. 2016. "Class Advantage, Commitment Penalty: The Gendered Effect of Social Class Signals in an Elite Labor Market." <i>American Sociological Review</i>, 81(6): 1097-1131.</p>
<p>4 <u>24/02/2022:</u> 14h30-17h15</p>	<p>Sociology of work and occupations</p> <p>Prof. Marta Elvira</p>	<p>Abbott, A. 2005. <i>Sociology of work and occupations</i>. In N. J. Smelser & R. Swedberg (Ed.). <i>The handbook of economic sociology</i>: 307-329.</p> <p>Barley, S. R. 1990. The alignment of technology and structure through roles and networks. <i>Administrative Science Quarterly</i>, 35(1): 61-103.</p> <p>Fligstein, N. 1987. The intraorganizational power struggle: Rise of finance personnel to top leadership in large corporations, 1919-1979. <i>American Sociological Review</i>, 52(1): 44-58.</p>

		<p>Guillén, M. F. 1994. Models of management: Work, authority, and organization in a comparative perspective. University of Chicago Press. Chapter 1 and Chapter 6.</p> <p>Wilmers, Nathan. 2018. “Wage Stagnation and Buyer Power: How Buyer-Supplier Relations Affect U.S. Workers’ Wages, 1978-2014,” <i>American Sociological Review</i>, 83: 213-242.</p> <p>Recommended:</p> <p>Collins, R. 1979. The politics of profession. In <i>The credential society: An historical sociology of education and stratification</i>: 131-181. New York: Academic Press.</p> <p>Beckman, C.M., & Phillips, D.J. (2005): “Interorganizational determinants of promotion: Client leadership and the attainment of women attorneys.” <i>American Sociological Review</i>, 70 (4), 678–701.</p>
<p>5 <u>01/03/2022:</u> 9h30-12h15</p>	<p>Market emergence Prof. Romain Boulongne</p>	<p>Dobbin, F. and Dowd T. (2000). The Market that Antitrust Built: Public Policy, Private Coercion, and Railroad Acquisitions, 1825-1922. <i>American Sociological Review</i> 65, 631-657.</p> <p>Durand, R H. Rao, P. Monin Border Crossing: Bricolage and the Erosion of Categorical Boundaries in French Gastronomy , <i>American Sociological Review</i>, December 2005, vol. 70, n° 6, pp. 968-992</p> <p>MacKenzie, D. and Millo, Y. (2003) Constructing a Market, Performing Theory: The Historical Sociology of a Financial Derivatives Exchange. <i>American Journal of Sociology</i>, 109: 107-145.</p> <p>Navis Chad and Mary Ann Glynn. 2010. "How New Market Categories Emerge: Temporal Dynamics of Legitimacy, Identity, and Entrepreneurship in Satellite Radio, 1990–2005." <i>Administrative Science Quarterly</i> 55:439–471.</p> <p>Recommended:</p> <p>Durand R. and M. Khaire (2017) Where do market categories come from and how? Distinguishing category creation from category emergence, <i>Journal of Management</i>, 43: 87-110</p> <p>Sine, W.D., and Lee, B. “Tilting at Windmills? The Environmental Movement and the Emergence of the U.S. Wind Energy Sector.” <i>Administrative Science Quarterly</i> 54: 123- 155</p>
<p>6 <u>03/03/2022:</u> 14h30-17h15</p>	<p>Organizational identity Prof. Romain Boulongne</p>	<p>Carroll, Glenn R. and Anand Swaminathan. 2000. “Why the Microbrewery Movement? Organizational Dynamics of Resource Partitioning in the U.S. Brewing Industry.” <i>American Journal of Sociology</i> 106:715–62.</p>

	<p>Additional assignment: Students will be randomly assigned to small groups. Each group will discuss and prepare a set of slides summarizing a set of issues gleaned from the readings of the past sessions.</p>	<p>Phillips, Damon J., Turco, and Ezra W. Zuckerman. 2013. "Betrayal as Market Barrier: Identity-Based Limits to Diversification among High-Status Corporate Law Firms." <i>American Journal of Sociology</i> 118(4):1023–54.</p> <p>Smith, Edward (Ned). 2011. Identities as Lenses: How Organizational Identity Affects Audiences' Evaluation of Organizational Performance. <i>Administrative Science Quarterly</i>. 56(1): 61-94.</p> <p>Voss, Zannie Giraud, Diane M. Cable, and Glenn B. Voss. 2006. "Organizational Identity and Firm Performance: What Happens when Leaders Disagree about 'Who We Are'." <i>Organization Science</i> 17: 741-755.</p> <p>Zuckerman, Ezra W. 2000. "Focusing the Corporate Product: Securities Analysts and De-Diversification." <i>Administrative Science Quarterly</i> 45: 591-619.</p> <p>Recommended:</p> <p>Rao, H., Davis, G. F., & Ward, A. 2000. Embeddedness, social identity and mobility: Why firms leave the NASDAQ and join the New York Stock Exchange. <i>Administrative Science Quarterly</i>, 45(2): 268-292.</p>
<p>7 <u>08/03/2022:</u> 9h30-12h15</p>	<p>Placement and the question of (category) membership Prof. Romain Boulongne</p> <p><u>Additional assignment:</u> Each of you will provide an informal introduction into her/his idea for the term paper. As a group, we will then discuss the idea and offer feedback.</p>	<p>Davis, Fred. 1959. "The Cabdriver and His Fare: Facets of a Fleeting Relationship." <i>American Journal of Sociology</i> 65: 2, (Sep., 1959), pp. 158-165.</p> <p>Fleischer, A. 2009 "Ambiguity and the Equity of Rating Systems: United States Brokerage Firms, 1995-2000." <i>Administrative Science Quarterly</i>, 54: 555-574</p> <p>Heimer, Carol A. 2001. "Cases and Biographies: An Essay on Routinization and the Nature of Comparison." <i>Annual Review of Sociology</i>, 27: 47-76.</p> <p>Hsu, G., O. Koçak, and M. T. Hannan. 2009 "Multiple Category Memberships in Markets: An Integrative Theory and Two Empirical Tests." <i>American Sociological Review</i>, 74: 150-169</p> <p>Lurigio, Arthur J. and John S. Carroll. 1985. "Probation Officers' Schemata of Offenders: Content, Development, and Impact on Treatment Decisions." <i>Journal of Personality and Social Psychology</i> 48: 1112-11126</p> <p>Recommended:</p> <p>Zuckerman EW. The Categorical Imperative Revisited: Implications of Categorization as a Theoretical Tool. In <i>From Categories to Categorization: Studies in Sociology, Organizations and Strategy at the Crossroads</i>, 31- 68. Bingley, UK: Emerald Group Publishing, 2017</p>

<p>8 <u>10/03/2022:</u> 14h30-17h15</p>	<p>Conformity and differentiation Prof. Romain Boulongne</p>	<p>Durand R, Kremp P-A. 2016. Classical deviation: organizational and individual status as antecedents of conformity. <i>Academy of Management Journal</i> 59(1): 65–89.</p> <p>Salganik, Matthew J., Peter Sheridan Dodds, and Duncan J. Watts. 2006. “Experimental Study of Inequality and Unpredictability in an Artificial Cultural Market.” <i>Science</i> 311: 854-956.</p> <p>Salganik, Matthew J. and Duncan J. Watts. 2008. “Leading the Herd Astray: An Experimental Study of Self-fulfilling Prophecies in an Artificial Cultural Market.” <i>Social Psychology Quarterly</i> 71: 338–355.</p> <p>Simmel, Georg. 1957. “Fashion.” <i>American Journal of Sociology</i> 62: 541-558.</p> <p>Sgourey, S. V. & Althuisen, N. 2014. "Notable" or "Not Able" When Are Acts of Inconsistency Rewarded? <i>American Sociological Review</i>. 79(2): 282-302.</p> <p>Recommended:</p> <p>Goldfarb, B., & Yan, L. (2021). Revisiting Zuckerman's (1999) categorical imperative: An application of epistemic maps for replication. <i>Strategic Management Journal</i>.</p> <p>Pontikes, E. G. 2012 "Two sides of the same coin: How ambiguous classification affects multiple audience evaluations." <i>Administrative Science Quarterly</i>, 57: 81-118</p>
<p>9 <u>15/03/2022:</u> 9h30-12h15</p>	<p>Current trends Prof. Romain Boulongne</p>	<p>Rodrigo Canales and Jason Greenberg. 2015. “A Matter of (Relational) Style: Loan Officer Consistency and Exchange Continuity in Microfinance.” <i>Management Science</i> 62(4): 1202-1224.</p> <p>Saverio D. Favaron, Giada Di Stefano and Rodolphe Durand (2021), “Michelin is coming to town: Organizational responses to status shocks.” <i>Forthcoming at Management Science</i></p> <p>Hsu, Greta and Stine Grodal. “The Double-edged Sword of Oppositional Positioning: A Study of the U.S. E-cigarette Category, 2007-2017.” <i>Administrative Science Quarterly</i>, forthcoming.</p> <p>Prato, Matteo, Kypraios, E., Ertug, G. & Lee, Y. G. (2019). Middle-status conformity revisited: The interplay between achieved and ascribed status. <i>Academy of Management Journal</i>, 62 (4), pp. 1003-1027</p> <p>Ranganathan, A. 2018. “The Artisan and His Audience: Identification with Work and Price Setting in a Handicraft</p>

		<p>Cluster in Southern India.” Administrative Science Quarterly 63 (3): 637 – 667.</p> <p>Recommended:</p> <p>Amanda Sharkey, Balazs Kovacs (2018) “The Many Gifts of Status: How At- tending to Audience Reactions Drives the Use of Status” Management Science 64(11): 5422—5443.</p> <p>Bowers A, Prato M (2018) The structural origins of unearned status: How arbitrary changes in categories affect status position and market impact. Administrative Science Quarterly. 63(3):668–699.</p> <p>Carlos WC, Lewis BW (2018) Strategic silence: Withholding certification status as a hypocrisy avoidance tactic. Administrative Science Quarterly. 63(1):130–169.</p> <p>Kovacs, Balazs and Amanda Sharkey. 2014. “The Paradox of Publicity: How Awards Can Negatively Affect the Evaluation of Quality.” Administrative Science Quarterly. 59(1): 1-33.</p>
<p>10 <u>18/03/2022:</u> 14h30-17h15</p>	<p>Paper presentations</p> <p>Prof. Romain Boulongne</p> <p>Each of you will present her/ his refined term paper to the class in 5-10 slides (15-20 minutes maximum). As a group, we will then provide feedback which should ensure the best possible outcome for the final proposal due on May 6.</p>	