SOC 543 – Group Solidarity

http://faculty.washington.edu/kitts/soc543.html

Class Meetings: Mary Gates Hall 248   **James A. Kitts**
Thursday 1:30-3:20   **Savery Hall 121G**
Office Hours – Monday 3:00-5:00pm   **jkitts@u.washington.edu**

This seminar will address fundamental questions of solidarity and social organization. How do human groups work? Why do individuals sometimes sacrifice their time, their money, and even their lives to promote collective goals? We will explore a variety of accounts for the emergence of cooperation in groups and organizations, ranging from altruism and emotional attachment to structured exchange and social control.

SEMINAR REQUIREMENTS

- **Read all of the assigned chapters and articles**

- **Choose one class (or more) when you will serve as "lead discussant":**
  Prepare a brief orientation for the class, including some discussion questions.
  You may choose to address some points in colleagues' "reflections" below.

- **Each week (when you are not lead discussant) write "reflections" on the reading:**
  Write an informal 1-2 page single-spaced response to one or more important points
  in the reading. Submit electronically (using E-Submit) by Noon on Wednesday. Please
  label clearly with your name and the name of the author(s) you are addressing.

- **Seminar project:**
  Work on a project that will contribute to our understanding of the course material,
  while advancing your own career. Examples of appropriate projects:
    - *Prepare a grant/fellowship application*
    - *Design an empirical investigation*
    - *Write a conference paper or thesis chapter*
    - *Revise a working manuscript for publication*

  Also, collaboration (with other graduate students) or double-dipping (with other seminars)
  will be fine, if this contributes to a publishable product.

BOOKS

- Homans, George. 1950. *The Human Group*

- Kanter, Rosebeth Moss. 1972. *Commitment and Community*

- Hechter, Michael. 1987. *Principles of Group Solidarity*

- Frank, Robert. 1988. *Passions Within Reason: The Strategic Role of the Emotions*

- Stark, Rodney and Roger Finke. 2000. *Acts of Faith: Explaining the Human Side of Religion*

EVALUATION CRITERIA

*65% s*eminar participation, including weekly discussions and reflections

35% seminar project

COURSE SCHEDULE

We will be discussing the required reading in our seminar meetings. (If some pages are bold, focus attention on those pages.) Most weeks include optional "further reading" – usually a formalization or empirical investigation – for your enjoyment after the seminar meeting.

Week 1 – March 29

INTRODUCTION

Week 2 – April 5

Homans, George. 1950. *The Human Group* (40-44, **48-189**, **281-312,** 334-368)

Further Reading:
Simon, Herbert A. 1952. "A Formal Theory of Interaction in Social Groups." *American Sociological Review* 17:202-11.   McWhinney, William H. 1968. "Synthesizing a Social Interaction Model." *Sociometry* 31:229-244.

Week 3 – April 12

Kanter, Rosebeth Moss. 1972. *Commitment and Community* (**1-31**, 32-57, **61-161**)

Further Reading:
Hall, John R. 1988. "Social Organization and Pathways of Commitment: Types of Communal Groups, Rational Choice Theory, and the Kanter Thesis." *American Sociological Review* 53:679-692.

Week 4 – April 19

Hechter, Michael. 1987. *Principles of Group Solidarity (*1-14, **15-77**, 104-145, **146-186**)

Further Reading:
Hechter, Michael. 1990. "The Attainment of Solidarity in Intentional Communities." *Rationality and Society* 2:142-155.   Hechter, Michael and Satoshi Kanazawa. 1993. "Group Solidarity and Social Order in Japan." *Journal of Theoretical Politics* 5:455-493.   Hechter, Michael and Sun-Ki Chai. 1998. "A Theory of the State and of Social Order." Pp. 33-60 in Doreian & Fararo*, The Problem of Solidarity: Theories & Models.*

Week 5 – April 26

Frank, Robert. 1988. *Passions Within Reason: The Strategic Role of the Emotions*. (**1-113,** 163-236)

Further Reading:

Allison, Paul D. 1992. "Cultural Evolution of Beneficent Norms." *Social Forces* 71: 279-301.

Macy, Michael W. and John Skvoretz. 1998. "The Evolution of Trust and Cooperation between Strangers: A Computational Model." *American Sociological Review* 63: 638-660.

Week 6 – May 3

Stark, Rodney and Roger Finke. 2000. *Acts of Faith: Explaining the Human Side of Religion* (**83-168**, 193-217, **218-258**)

Further Reading:

Iannaccone, Laurence R. 1994. "Why Strict Churches Are Strong." *American Journal of Sociology* 99:1180-1211.

Iannaccone, Laurence R. 1988. "A Formal Model of Church and Sect." *American Journal of Sociology* 94:S241-S268.

Miller, Kent D. 2002. "Competitive Strategies of Religious Organizations." *Strategic Management Journal* 23: 453-456.

Week 7 – May 10

Markovsky, Barry and Edward J. Lawler. 1994. "A New Theory of Group Solidarity." *Advances in Group Processes* 11:113-137.

Friedkin, Noah E. 2004. "Social Cohesion." *Annual Review of Sociology*. 30: 409-425.

Cummings, Jonathan N. and Rob Cross. 2003. "Structural Properties of Work Groups and Their Consequences for Performance." *Social Networks* 25: 197-210.

Balkundi, Prasad, Kilduff, Martin, Barsness, Zoe I., and Judd H. Michael. 2007. "Demographic Antecedents and Performance Consequences of Structural Holes in Work Teams." *Journal of Organizational Behavior* 28(2): 241-260.

Further Reading:

Moody, James and Douglas R. White. 2003. "Structural Cohesion and Embeddedness: A Hierarchical Concept of Social Groups." *American Sociological Review* 68(1): 103-127.

Reagans, Ray, Zuckerman, Ezra, and Bill McEvily. 2004. "How to Make the Team: Social Networks vs. Demography as Criteria for Designing Effective Teams." *Administrative Science Quarterly* 49: 101-133.

Reagans, Ray, and Ezra Zuckerman. 2001. "Networks, Diversity, and Productivity: The Social Capital of Corporate R&D Teams." *Organization Science* 12(4): 502-517.

Week 8 – May 17

Yamagishi, Toshio and Karen S. Cook. 1993. "Generalized Exchange and Social Dilemmas." *Social Psychology Quarterly* 56: 235-48.

Bearman, Peter S. 1997. "Generalized Exchange." *American Journal of Sociology* 102:1383-1415.

Flynn, Francis J.2005. "Identity Orientations and Forms of Social Exchange in Organizations." *Academy of Management Review* 30(4): 737-750.

Das, T.K. and Bing-Sheng Teng. 2002. "Alliance Constellations: A Social Exchange Perspective." *Academy of Management Review* 27(3): 445-456.

Further Reading:

Ekeh, Peter. 1974. *Social Exchange Theory: The Two Traditions* 20-78

Lawler, Edward J., Shane R. Thye, and Jeongkoo Yoon. 2000. "Emotion and Group Cohesion in Productive Exchange." *American Journal of Sociology* 106:616-57.

Takahashi, Nobuyuki. 2000. "The Emergence of Generalized Exchange." *American Journal of Sociology* 105:1105-1034.

Week 9 – May 24

Oh, Hongseok, LaBianca, Giuseppe, and Myung-Ho Chung. 2006. "A Multilevel Model of Group Social Capital." *Academy of Management Review* 31(3): 569-582.

Balkundi, Prasad and David A. Harrison. 2006. "Ties, Leaders, and Time in Teams: Strong Inference about Network Structure's Effects on Team Viability and Performance." *Academy of Management Journal* 49(1): 49-68.

Sparrowe, Raymond T., Liden, Robert C., Wayne, Sandy J., and Maria L. Kraimer. 2001. "Social Networks and the Performance of Individuals and Groups." *Academy of Management Journal* 44(2): 316-325.

LaBianca, Giuseppe and Daniel J. Brass. 2006. "Exploring the Social Ledger: Negative Relationships and Negative Asymmetry in Social Networks in Organizations." *Academy of Management Review* 31(3): 596-614.

Further Reading:

Burt, Ronald S. 2001. "Attachment, Decay, and Social Network." *Journal of Organizational Behavior* 22: 619-643.

Jehn, Karen A. and Elizabeth A. Mannix. 2001. "The Dynamic Nature of Conflict: A Longitudinal Study of Intragroup Conflict and Group Performance." *Academy of Management Journal* 44(2): 238-251.

LaBianca, Giuseppe, Brass, Daniel J., and Barbara Gray. 1998. "Social Networks and Perceptions of Intergroup Conflict: The Role of Negative Relationships and Third Parties." *Academy of Management Journal* 41(1): 55-67.

2-4 Student Projects

OUTTAKES (Readings from previous seminars that don't fit on the syllabus this year)

Durkheim, Emile. 1984. *The Division of Labor In Society* Book One, Chapters 2 & 3, pp. 31-87*

Durkheim, Emile. 1982. *The Rules of Sociological Method* 236-240*

Pope, Whitney and Barclay D. Johnson. 1983. "Inside Organic Solidarity" *American Sociological Review* 48: 681-692.
Gibbs, Jack P. 2003. "A Formal Restatement of Durkheim's 'Division of Labor' Theory" *Sociological Theory* 21(2): 103-127.

Taylor, Michael. 1982. *Community, Anarchy, and Liberty* (1-94, 95-171)

Weber, Max. 1968. "The Nature of Charismatic Authority and its Routinization." From Eisenstadt (Ed.), *Weber on Charisma and Institution Building* 48-65.*

Biggart, Nicole Woolsey. 1989. *Charismatic Capitalism*. 1-19, 98-174

Galanter, Marc. 1999. *Cults: Faith, Healing, and Coercion*. (1-59, 79-166, 211-225)

Ellickson, Robert C. 1991. *Order Without Law: How Neighbors Settle Disputes* 1-11, 123-286

Chwe, Michael Suk-Young. 2001. *Rational Ritual: Culture, Coordination, and Common Knowledge*. (3-111)

Chwe, Michael Suk-Young. 1999. "Structure and Strategy in Collective Action." *American Journal of Sociology* 105:128-156.

Uehara, Edwina. 1990. "Dual Exchange Theory, Social Networks, and Informal Social Support." *American Journal of Sociology* 96:521-557.*

Bradley, Raymond Trevor. 1998. *Charisma and Social Structure*. (29-48, **49-193**, 197-270, **277-282**).

Zablocki, Benjamin. 1980. *Alienation and Charisma: A Study of Contemporary American Communes*. New York: The Free Press.

Pastor, Juan-Carlos, Meindl, James R., and Margarita C. Mayo. 2002. "A Network Effects Model of Charisma Attributions." *Academy of Management Journal* 45(2): 410-420.

Readings from Nesse, Randolph M. 2001. *Evolution and the Capacity for Commitment*
    Chapter 1 (pp. 1-6,12-36) – Nesse: Natural Selection and the Capacity for Subjective Commitment
    Chapter 2 (pp. 48-55) – Schelling: Commitment: Deliberate Versus Involuntary
    Chapter 3 (pp. 57-74) – Frank: Cooperation Through Emotional Commitment
    Chapter 4 (pp. 77-91) – Hirshleifer : Game-Theoretic Interpretations of Commitment
    Chapter 8 (pp. 163-182) – Cohen & Vandello: Honor and "Faking" Honorability
    Chapter 9 (pp. 186-216) – Richerson & Boyd: Evolution of Subjective Commitment to Groups
    Chapter 13 (pp. 292-306) – Irons: Religion as a Hard-to-Fake Sign of Commitment
    Chapter 14 (pp. 310-323) – Nesse: The Future of Commitment

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Readings from Doreian & Fararo. 1998. *The Problem of Solidarity: Theories & Models*
    Chapter 3 (pp. 61-112) – Lindenberg: Solidarity: Its Microfoundations and Macrodependence
    Chapter 6 (pp. 197-211) – Heise: Conditions for Empathic Solidarity
    Chapter 7 (pp. 213-237) – Collins & Hanneman: Modeling the Interaction Ritual Theory
    Chapter 9 (pp. 263-302) – Johnsen: Structures of Solidarity
    Chapter 11 (pp. 343-372) – Markovsky: Network Conceptions of Solidarity

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