February 6, 2025
# LEC 08 - Networks Groups and Organizations

## Social Networks

- Web of social relationships that link one person with other people
- Exchange resources, support, information
- Networks have nodes, links, and distance
  - Nodes are people
  - Links are the ways people are connected
  - Distance is how difficult it is to communicate
- Strong and weak ties

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## Impacts

### Support
- Social capital
- Protective factors and assistance
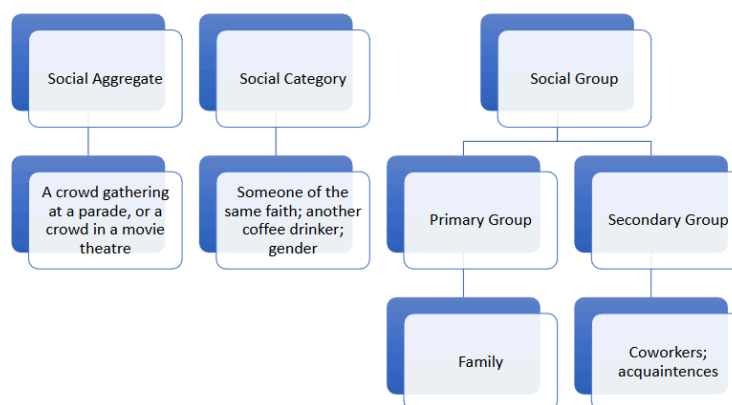- Strength of ties, size of network, investment in network

### Jobs
- Strength of weak ties
  - Links to more new opportunities
- Greater gains through diverse networks

### Online
- Active and intense online engagement leads to greater benefit from online work

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## Groups

- A collection of two or more people who interact frequently with one another and share a sense of belonging

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- Groups must have…
  - **Solidarity** → Unity, cohesion, and common goals
  - **Conformity** → Adjusting one's behaviours to align with a groups norms and expectations
  - **Authority** → A power structure that has the right to give orders, make decisions, and enforce obedience within a group
  - **Bureaucracy** → A structured, rule based system of organization

**University:**
- Bureaucracy → Yes
- Authority → Not always
- Solidarity → Yes
- Conformity → Yes

Therefore, university could be considered a group

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## Shaping Action

**Conformity**
- Group thinking, socialization, pressure to conform

**Solidarity**
- In and out groups, shared norms, cohesion, loyalty

**Authority**
- Inclination to obey

**Bureaucracy**
- Efficient authority structure, discrete tasks, neutralisation

**Identity**
- Sense of self, belonging

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## Collective Behaviour

**Fear of ridicule**
- Desire to avoid ridicule creates conformity

**Loyalty**
- Sharing risky behaviour solidifies loyalty
- Creates conformity and solidarity

**Status**
- Respect and the desire to avoid status loss

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### Diffusion of moral responsibility
- Having other present shifts blame

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## Organizations

### Formal Organizations
- Secondary group designed to achieve explicit objectives
- Has bureaucracy
  - Rational systems → Rules, procedures, structures, and methods for running complex organizations
  - Applications of ideas of rationalization

| Task | Organizations |
|---|---|
| Discovery | Research organizations, universities |
| Socialization | Schools, organized religion |
| Resocialization | Prisons, mental hospitals |
| Production | Industrial firms, manufacturing, craft organizations |
| Distribution | Retail and wholesale organizations |
| Services | Child care, financial planners, auto repair shops, hair salons |
| Protection | Police, military, fire service, insurance companies |
| Finances | Banks, trust companies |
| Health | Hospitals, clinics, dental care, health clubs/gyms |
| Culture | Museums, art galleries, libraries, theatres |
| Communication | Radio, television, ISPs, postal service |
| Recreation | National parks, sports leagues, shooting ranges |

### Rationality
- Efficiency, calculability, predictability, and control

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## Organizational Culture

- The beliefs, norms, and values that are shared within an organization
- Organizations can shape the behaviour of those within them through conformity and authority

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## Institutions

- Organizations are influenced by their physical, cultural, technological, and social environments

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