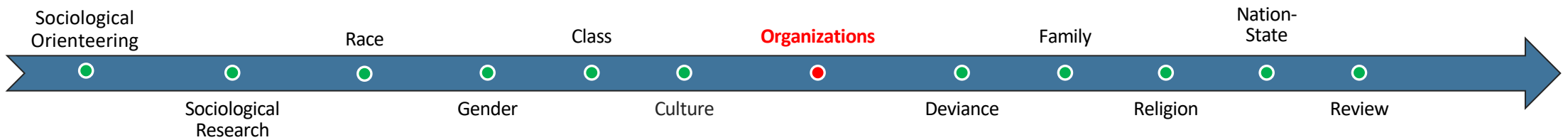


# WEEK 7

## Groups & Organizations

Dr Lou Antolihao  
SC1101E Making Sense of Society



# Hawker Center and Social Collectivities

(Week 1 Lecture Photo)

## (1) Category

- a collection of people who may never have met one another but shares a similar characteristic.
- e.g., social class



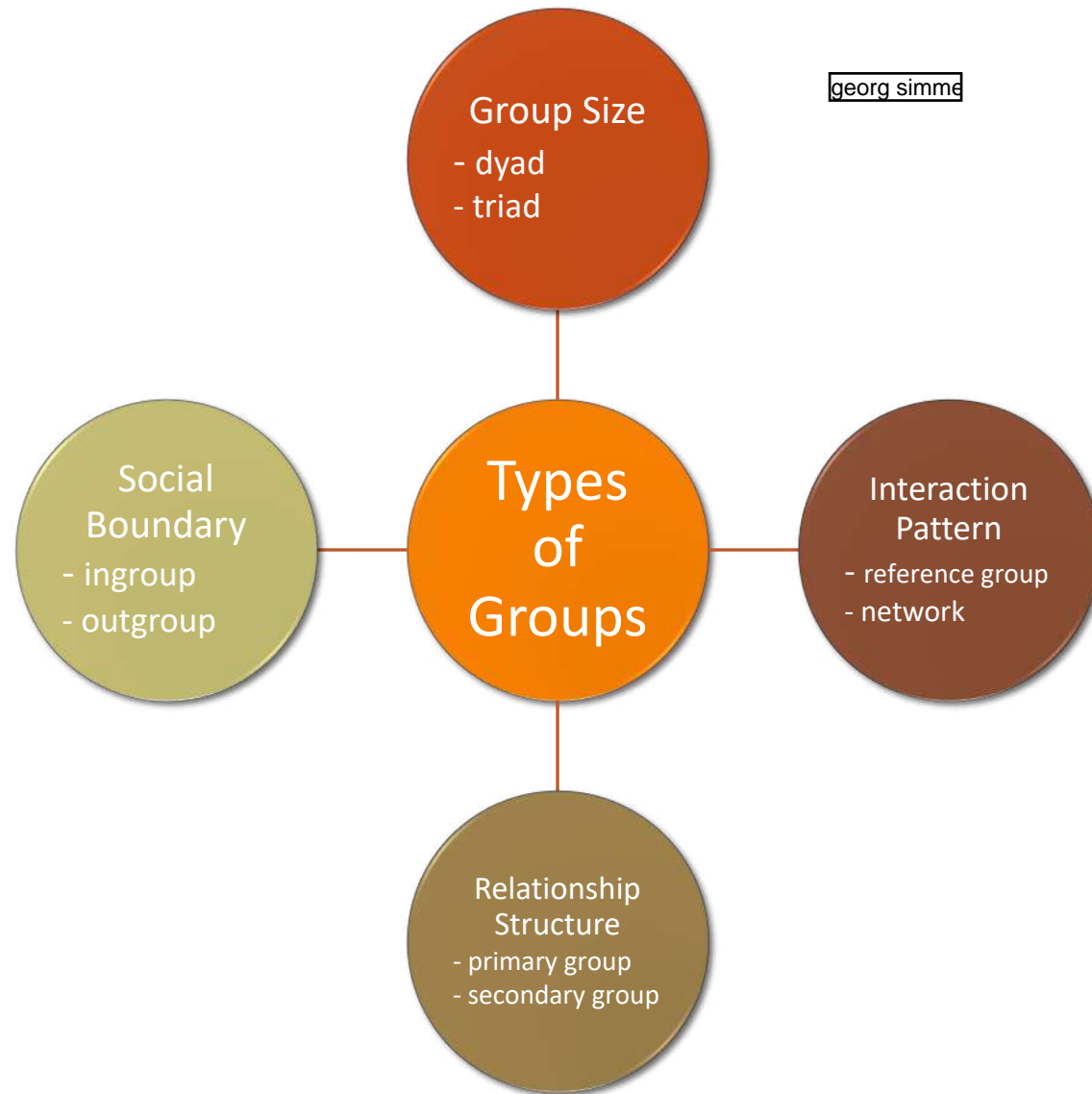
## (2) Aggregate

- casual crowd
- a collection of people who happen to be at the same place and at the same time but share little else in common.
- e.g., lunchtime crowd

## (3) Group

- a collection of people who interact frequently with one another, form an interdependent relationship, and share a sense of belonging.
- e.g., stall owners, dining coworkers

georg simme



- **Organization** (or formal organization) refers to a highly-structured group designed to accomplish specific goals in the most efficient manner.

previous lecture about how / what kind of friends you have - gro

# Understanding Organizations

## □ Types of Organizations

- Normative Organizations – (voluntary) support mutual interest, non-profit (e.g., sports clubs, nature conservation groups).
- Coercive Organizations – no choice but to participate (e.g., prisons, nation-state).
- Utilitarian Organizations – seek material gain (e.g., multi-national corporations).

- organizations are secondary group (impersonal, with clear purpose)
- organizations extend beyond the lives of the people who created and manages them.
- organizations are notable for their marked **cultural impact** (e.g., hawker dining as a UNESCO Intangible Cultural Heritage).

the monitoring of hawkers- history of hawk

and why NEA is the one that regulates th



# Bureaucracies

□ are organizations characterized by a hierarchical structure, explicit rules, and division of labor.

1. **Division of Labor** – *specialization*, place people in areas where they can perform the best.
2. **Hierarchy of Authority** – supervision, following orders
3. **Rules and Regulations** – policies, sanctions, code of ethics
4. **Meritocracy** – objective placement and progression
5. **Efficiency** – *rationality* (and instrumentality) replace thoughts and action that are rooted in emotion, supernatural beliefs, and tradition.
  - Issues – **red tape** (too much paperwork), **bureaucratic ritualism** (“going with the flow”) **oligarchy** (“the rule of the few”)

 Mr Luke Goh Chief Executive Officer	 Mr Ananda Ram Bhaskar Deputy Chief Executive Officer, Environmental Protection Director-General, Environmental Protection
 Mr Ng Chun Pin Deputy Chief Executive Officer, Planning, Corporate & Technology	 Mr Chew Ming Fai Deputy Chief Executive Officer, Public Health Director-General, Public Health
 Ms Koh Li-Na Assistant Chief Executive, Nucleological Services and Radiation Protection	 Ms Wong Chin Ling Director-General, Nucleological Services
 Mr Khoo Seow Poh Senior Advisor	 Mr Cheang Kok Chung Deputy Director-General, Environmental Protection Group Director, Resource & Sustainability
 Ms Tan Li Yen Group Director, Clean Environment	 Mr Tan Eng Kim Francis Corporate Services
 Dr Ng Lee Ching Group Director, Environmental Health Institute	 Mr Tanyi Tee Group Director, Environmental Public Health Operations
 Mr Andrew Lew Group Director, Newer Centres	 Mr Desmond Tan Group Director, Infrastructure & Engineering
 Mr S Satish Appoo Group Director, Joint Operations & Technology	 Mr Lim Yuen Chien Group Director, Public Engagement
 Mr Fong Peng Keong Group Director, Public Health Services & Capabilities	 Mr Ang Kok Kiat Group Director, Radiation Protection and Nuclear Science
 Ms Ivy Ong Bee Luan Group Director, Strategic Planning & Policy	

NEA Senior Leadership Team

# Just Follow Law (2007)

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<https://youtu.be/gG7zUR-HOjs>



# Examining Society

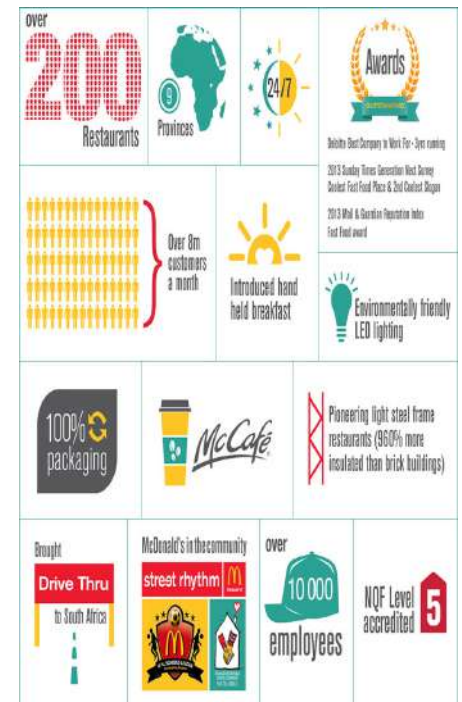
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- ❑ Which do you think are the best organizations (public agencies or private corporations) in Singapore? What are the common characteristics of these organizations?
- ❑ Which do you think is **the worst** organization in Singapore?



# Corporations

- ❑ a corporation is a formal organization that has a distinct legal existence, including to engage in legal transactions, from that of its members.
- ❑ with the advent of the modern period, **corporations play important roles in most societies** (e.g., provide affordable food)
- ❑ **The McDonaldization of Society (Ritzer 1993)** - the process whereby the principles of fast-food restaurant are coming to dominate society.
  - 1) Efficiency (quick-fix), drive-through, kiosks
  - 2) Quantification & Calculation (numerical indicators), 30-min delivery.
  - 3) Predictability (the same no matter where), Big Mac
  - 4) Control (customer relations, **use of non-human technology**)





# Humans and Non-Human Technology

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<https://youtu.be/LUp9Mw5bnCk>

# The Dilemmas of Organizations

## ❑ Emile Durkheim – Abnormal Division of Labor

- 1) anomic division of labor 2) forced division of labor
- **anomie** – a condition when the moral fiber that binds the individual to the organization (or society) loosens, resulting in social isolation and confusion.

## ❑ Karl Marx – The Alienation of Labor

- the feeling of isolation, meaninglessness, and powerlessness that workers feel due to the lack of control over the process of production and their estrangement from values and goals of the organization.
- 1) from product, 2) from activity, 3) from self, 4) from others

## ❑ Max Weber – The Iron Cage of Rationality

- a condition in which individuals are trapped in working and relational arrangement that are solely based on efficiency, calculability, and control.

## ❑ Arce and Poblador: Transcultural contradictions

- the discrepancy between universalistic systems and local management practices in non-Western countries.

# Multinational Corporations



□ a corporation that is headquartered in one country but operates factories, sales office, and other facilities in other countries.

## □ The Rise of Multinational Corporations: Pros and Cons

### ■ Agents of Development

- ✓ can help increase employment opportunities and raise standards of living
- ✓ transcend political hostilities, transfer technology, and promote cultural understanding

### ■ Engines of Destruction

- no loyalty, can marginalize host countries & communities, can sidestep tariffs & taxes
- can force small competitors to close, limiting consumer choice.
- can take advantage of low-wage labor and lenient workers safety regulations.
- can take advantage of environmental regulations.

# Organizing against Organizations: The Fair Trade Coffee Movement

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- ❑ fair trade movement vs transnational corporations
- ❑ aimed to address the injustices of conventional trade
- ❑ to provide economic premiums for social and environmental investments.
  - small coffee producers are paid a stable minimum price
  - provide small loans and invest in infrastructure
- ❑ 2012 CRISIS: Fair Trade USA altered its policy to include large plantations
  - Rationale: “Fair Trade for All”
  - Criticism: breaks with the movement’s founding goals, which is to empower small producers in the global market.



# Bitter Rivalry: Fair Trade Coffee Rationalities

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## FAIR TRADE USA

- reduce inconsistencies
- increase consumer awareness
- help educate consumers
- extend benefits to laborers

## FAIR TRADE INTERNATIONAL

- supply for fair trade coffee outpaces demand
- new campaign mistakenly assumes that plantations will provide the same benefits for farmers as do cooperatives
- farmers will be competing under unequal conditions

### EMPOWERING FARMERS?

- **Oligarchy** – power becomes concentrated in the hands of a few people.
- ❑ Farmers were not included in decision-making
- ❑ Fair trade as a form of **eco- or neo-colonialism**

# Engaging Organizations

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- ☐ Identify some of the leading non-government organizations and multistakeholder groups in Singapore (or internationally)?
- ☐ Do you believe in their principles and the important roles that they play in society? Why?
- ☐ Would you consider working for one in the future? What would be your greatest motivation for applying?





# Conclusion

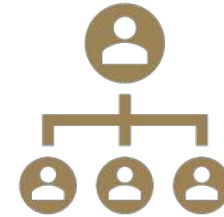
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Groups define social boundaries and foster a sense of belonging.



Organizations are notable for their **marked cultural impact**. They offer products and services that transcend their intended purposes.



Large formal organizations inevitably tend to become oligarchical and marginalizing.