

## Unit 8 Theoretical Perspective in Sociology

### Social Imagination:

Social Imagination is the ability of individuals to see the relationship between events in their personal lives and events in their society. It can also be understood that the sociological imagination can be applied to understand how a personal trouble challenge may also be a larger social / public issue.

Personal trouble: Private problems experienced by one individual and the range of their immediate relation to others.

Public issue: Issues that lie beyond one's personal control and the range of one's inner life, rooted in society instead of at the individual level.

Sociological imagination: The use of imaginative thought to understand the relationship between the individual and the broader working of society.

## ii) Perspective / Approach:

In general term theory and perspective are used synonymously. But there are certain differences between them. Perspective is a model that enables to find out new knowledge or fact. It is a body of knowledge arranged scientifically for the purpose of identification of new knowledge. Perspective and theory is different. Theory is also a scientifically constructed body of facts, it is proved hypothesis. It also gives vision. Some fundamental difference between theory and perspective approach are:

- i) Theory always tries to show the cause and effect relationship between different variable whereas perspective concerns only relationship of variable.
- ii) Theory is small but perspective is large than theory
- iii) Theory is made with limited proved hypothesis where perspective is collection of so many hypotheses.

## functionalism

functionalism theory is a model which views the society as an integrated whole of different elements functioning together.

According to functionalism theory, "Without knowing the functional relationship between different parts of the society, we cannot properly understand about socio-cultural structure." So functionalism is known as the system theory.

### Assumption of functionalism:

- i) Manifest function: Manifest functions are those functions we desire to get from the system. We are conscious about goals and the outcome of any social system and we immediately fulfill the need. The function is the manifest function.
- ii) Latent function: The social system may provide positive functions to the people with deliberate expectation. Such function is called latent function.
- iii) Eufunction: The part of the system contributing to the maintenance of the whole system is the example of eufunction. Such positive contribution of

each part toward the system is called function.

iv) Dysfunction: This perspective believes that not all parts of a society contribute to its stability at all the time.

v) Primary of system over part: According to this theory, a system is more than sum of its parts. It is also relationships among its parts. Primary interest of parts is to contribute to the equilibrium or order of larger system.

vi) The elements of social system are functionally interrelated:

Each and every part, like an organ, performs a function essential for the survival of the system. According to this perspective, the normal operation of one part of the system requires the normal operation of other part.

v. Part, whole and structure: Every social system is a well integrated configuration of elements that constitute an organic whole. In other word functionally interrelated parts makes social structure and it remain in a system.

### Criticism:

- This theory is criticized as conservative theory because it views that every unit are essential but in reality it is not.
- There is struggle, conflict, competition between & within the social organ that cannot be understood with this theory.
- Social change can't be understood with this theory.
- Functionalism has not given importance of an individual's action / role & relationship between individual & society.
- There are is difficult to identify the parts and unity created by these parts because social parts are abstract.
- There is very difficult to apply this model to understand and analyze modern and complex society.
- To understand the cause and effect relation ship, application of this theory would not be appropriate.

Conflict theory: Conflict theory focuses on the competition between groups within society over limited resources. Conflict theory views social and economic institutions as tool of struggle between group used to maintain inequality and the dominance of the ruling class. Marxist conflict theory See society as dividend along line of economic class between the proletariat working class and the bourgeois ruling class.

Type of conflict:

On the basis of different saying conflict can be categorized into following ways:

#### A. Indigenous Conflict (internal)

Conflict within the same forces or some group people.

- Conflict over the distribution of good & service.
- Conflict of different value.
- Conflict of authority.
- Conflict between individual and society.

#### B. Exogenous Conflict (external)

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Conflict with outsider or outer forces.

- Wars.
- Cultural invasion
- Ideological conflict.
- Racial, caste, conflict
- Personal conflict
- Class conflict
- Political conflict
- International conflict.

### Key Assumption of Conflict Theory:

#### + Competition:

Conflict theorists believe that competition is a constant and at times, overwhelming factor in nearly every human relationship & interaction. It assumes that competition is the default, rather than cooperation.

#### + Revolution:

The idea is that change in a power dynamic between group does not happen as the result of adaptation. Change to power dynamic are often abrupt and large in scale, rather than gradual and evolutionary.

+ structural inequality:  
Some individuals and groups inherently develop more power and reward than others. Following this, those individuals and groups that benefit from a particular structure of society tend to work to maintain those structures so as to retain and enhance their power.

+ War: In conflict theory, War is the result of a cumulative and growing conflict between individuals and group and between wholes societies. War may also result in wholesale end of state.

- Criticisms of Conflict theory:

- The only problem weakness in the conflict approach is that it's deterministic and reductionist.
- Society is viewed in form of conspiracy.
- Fails to account for individual values and belief.
- Lower classes support the system with their own ideas this is not ideology.

## Post Modernism:

Challenging the modern thinking, ideology, knowledge are art, literature, philosophy. It is an ideological movement which explains and analyzes different sector of society with new interpretation or new ways. According to post modernist, modernization has deviated humanity or ethics of people. So free and fair, peaceful society with justice and ideal society would possible in post modernization but not in modernization.

## Basic Assumption or characteristic of Post Modernism.

- Related toward ideal society
- It criticize negative impact of science and technology in society.
- Concern to new historicism.
- focuses on micro level analysis of society.
- Against ~~Marxism~~, Marxism functionalism and structural functionalism theory.
- focuses on transmission of knowledges
- focuses in peace, order, stability, equality & equity.
- Disagree on narrative knowledge such Quran & Kur'an.

g. Critically discuss

## Implication of Sociological Theories in Management Business Administration:

Other research work considers the ecological and institutional that society imposes on strategic action. There are some some sociological theories like functionalism, conflict theory and post modernism, that have implication in organization management and business administration. Functionalism guides us to study a business as a system made up of various inter related functional part of the business company. Similarly through the lens of conflict theory, the contradictory opinions and goals of the employee and the administration can be understood. Hence, sociological theory can be applied to business management and administration.

Q. Critically discuss the application / use of functionalism theory in the field of management and business administration.

Business management refer to the symbolic value of planning, organization, leadership, control, capital, financial as well as the nature's resource.

The important of business management to keep the business firm alive & stable includes following.

1. Systematization : It is important for the management authority to keep the business in compatible to the market market standards. All the business reporting should be done in a most formal manner. The authorities must be charismatic to really fit industry. The hierarchy of the business employee must be perceived as the focal norms of the company.

2. Division of labour : The division of labor and employees must be done based on standards of education, specialization and expertise. The kind

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of talent, creativity and skill also should be concerned among the employees and the labor of the organization.

3. Chain of Command : The authority should be commanding to the employee so that the employee devote themselves consistently for the firm's progress.

4. Charismatic quality of business manager : A charismatic business manager is one who does suddenly numerous leading action to the advancement of the firm in no time.

5. Coordination and cooperation : Coordination is such an effective bond which solves all the problems of business. It keeps the social and cultural values alive which later emphatically boast the business.

6. Control factor: In business managements, the control is such a device without which the employee may not deliver their duty well and at times, the business management team also should control their own emotion and pressure at difficult times.