

## What is sociology of organization and work or Organizational Sociology?

**Max Weber** is the founder of 'organizational sociology'. Weber defined three types of **authority**; legal-rational, traditional, and charismatic authority. He mentioned that **legitimate authority** is central to the bureaucratic type of administration. For Weber, **Bureaucracy** is an administrative structure that features full-time officials, who are arranged in a hierarchy of subordination, and whose work is governed by specialization of function, as well as by formal rules and documents. Bureaucracy leads to efficiency and predictability of work.

Organizational sociology is a branch of sociology that focuses on the much-concerned study of the organization from an interdisciplinary approach. Sociology alone is with understanding social structures whereas organizational sociology is much more concerned with the internal structure of the organizations, such as **the managerial hierarchy**, as well as the external structures that connect organizations, such as **strategic alliance**.

Organizational sociology includes the study of the **development**, relevance, and impact (role) of organizations in modern society as well as the impact of society culture and environmental factors on the **performance of the organization** and **organizational decision-making**, organizational interactions, and structure.

Organizational sociology tends to focus on work organizations, although it is equally concerned with **nonprofit organizations** and other types of organizations, and hence has particular links with other sociological approaches which also study work situations.