Data, Work, and Organizations

OS 495: Special Topics in Organizational Studies

Section 003 • Tu/Th, 2:30PM - 4PM

Data, numbers, algorithms, and analytics are transforming work and organizations, and this class will help you understand how. Drawing on both classic insights from organization theory and recent work on technologies, we’ll take a critical look at how data is changing the nature of work, what managers do, and how organizations make decisions.

This is not a class that will teach you to conduct data analytics. Rather, it will help you understand how data, numbers and related technologies get used in organizational contexts. You’ll learn about auditing algorithms, why numbers are often ignored, how “neutral” data can reproduce existing inequalities, and how to use data ethically.

Topics may include AI and hiring, social media and journalism, algorithmic bias, the gig economy, how data informs branding, technologies and workplace discipline, managing with metrics, numbers and policing, and data for corporate social responsibility.

For more information, contact Beth Popp Berman (epberman@umich.edu)