

Organizational Studies Critical Perspectives On Business

Pfeffer argues that the world of organizations has changed in several important ways, including the increasing externalization of employment and the growing use of contingent workers; the changing size distribution of organizations, with a larger proportion of smaller organizations; the increasing influence of external capital markets on organizational decision-making and a concomitant decrease in managerial autonomy; and

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increasing salary inequality within organizations in the US compared both to the past and to other industrialized nations. These changes and their public policy implications make it especially important to understand organizations as social entities. But Pfeffer questions whether the research literature of organization studies has either addressed these changes and their causes or made much of a contribution to the discussion of public policy. Engaging Organizational Communication Theory and Research: Multiple Perspectives is a book unlike any in the field. Each chapter is written by a prominent scholar who presents a theoretical perspective and discusses how he or she

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"engages" with it, personally examining what it means to study organizations. Rejecting the traditional model of a "reader," this volume demonstrates the intimate connections among theory, research, and personal experience. Engaging Organizational Communication Theory and Research is an indispensable resource for anyone wishing to be familiar with current trends in the field of organizational communication. This is the most comprehensive collection to date on all aspects of strategy. The articles selected here discuss key themes, including: * different conceptions of strategy, such as the classical, rational models of Porter, the empirical, emergent emphasis of

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Mintzberg, and the competence based models of Grant and others * the relationship between strategy and other subjects including economics and organizational studies * scenario planning, networks, strategic groups and knowledge, and other key new developments * the implications of globalization and international management * key strategic decisions including diversification and mergers and acquisitions

With a new introduction by the editor and an extensive index, this collection is an invaluable reference tool and teaching aid.

Understanding of the history and development of organization theory has recently made advances through work emerging

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on the history of management thought as well as through the institutionalization of critical approaches to organizations and organizational knowledge. This book provides a new reading of the historical development of organization.

The Bright and Dark Sides of Innovative Firms

Gender, Identity and the Culture of Organizations

Emotion, Toxicity, and Dysfunction

The Oxford Handbook of Inter-organizational Relations

International Encyclopedia of Organization Studies

Men as Managers, Managers as Men

Organizational Studies Critical

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Perspectives on Business and Management Psychology Press
Critical management studies (CMS) research began to emerge in the early 90s as some scholars recognized the oppressive and problematic management practices in the public and private sectors. Since then, CMS scholars have been critiquing dominant ideologies (e.g., managerialism, capitalism) that harm society and oppress workers. CMS scholars have also been exploring ways to redress management education such as re-designing curricula in management schools to include decolonial, feminist, and/or

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critical theories and concepts to name a few. Critical Management Studies and Librarianship unpacks current library management education and practices driven by the business, management, and organizational studies field through a critical lens. The book begins with an introduction to CMS and its relevance to libraries. The second section of the book offers insights from library professionals into how management education and practices rooted in current dominant ideologies impact work culture, and professional practice. The third section

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introduces inclusive leadership approaches that focus on equity and social justice and should be considered when designing library leadership programs. The aims of this book are to identify the oppressive logic of current library management practices and offer counter perspectives on ways to teach and frame library leadership.

In order to respond to economic globalization and increased competitive pressures, companies need innovative, efficient and effective management strategies.

Accordingly, this book explores various scenarios faced by

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entrepreneurs and family businesses, and proposes strategies to tackle the challenges and seize opportunities to grow in a highly competitive environment. It underscores the importance of deploying vital strategies to survive and flourish in the long term, overcoming challenges, and capitalizing on opportunities in order to attain / maintain a competitive position. By presenting and integrating the latest insights and case studies on entrepreneurship, family businesses, and strategy research, the book provides concrete recommendations for

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effective business survival and growth.

Critical Management

Perspectives on Information

Systems provides a coherent set of reference points to show students and researchers the organizational issues of information systems in theory, method and practice. Combining fresh and insightful contributions from lead researchers in the field, the book illustrates the diversity of approaches to critical research, presents practical examples and demonstrates the lessons learnt from applying a critical approach. Exploring the management and organizational

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issues of information systems from a range of critical theory viewpoints, Critical Management Perspectives on Information Systems sets out the key theoretical underpinnings of different critical approaches and considers the issues associated with designing critical methodologies for systems design and study. The book is suitable for final year undergraduate, research and postgraduate courses in information systems, management and organizational studies.

*Problems and Prospects
Using Arts-based Research*

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Methods

*Critical Perspectives on
Business and Management
Comparative Decision-Making
Analysis*

*Organizational Studies: Selves
and subjects*

*Critical Perspectives On
Educational Leadership*

Edited by ten academics at the University of Warwick Business School, this collection represents some of the best work within organization studies: Volume 1: Modes of Management seeks to invert conventional approaches to managing Volume 2: Objectivity and Others focuses upon issues of epistemology Volume 3: Selves and Subjects investigates areas hidden from

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orthodox organization studies Volume 4: Evil Empires? Looks at the damaging effects of large organizations upon the lives of people. Together, the collection represents around eighty articles, drawn from the social sciences generally as well as from organization studies specifically. There is a thorough index to assist the reader in navigation of the material. Most managers in most organizations in most countries are men. This book is the first international work to address the relationships between men, masculinities and managements. It examines the processes through which gendered managerial structures, cultures and practices are reproduced. Exploring top and middle managers, entrepreneurs, corporate executives, and public and private sector managers, the book breaks new

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ground by critically examining the gendered power processes that have largely been assumed and ignored by conventional organizational and management theory. As well as providing new insights into how managements and masculinities may reinforce each other, this challenging book ultimately explores the ways in which both management and men might be changed, even transformed. This book showcases a selection of arts-based research methods used in the empirical study of business, organisation and the humanities. Each chapter presents a discursive analysis and a detailed how-to guide for a range of methods including poetry, drawing, photography and social media, film, food, knitting, letter writing and dance. Consideration is given to a variety of steps in the research

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process, from research design and data collection to analysis and publication. Using Arts-based Research Methods is a unique resource for experienced researchers and students looking to broaden their palette of qualitative research methods.

This book provides a comprehensive summary of the major theories meant to explain the way business and other organizations work, why they look and act as they do, and what makes some succeed and others fail. Among the many different approaches to the subject, no one school of thought accurately reflects current thinking on these issues. The author presents a much-needed overview of thirty of the major theories that underpin Organization Theory and Economic Organization. Each theory is

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summarized in a stand-alone fashion, allowing each chapter to be used either in complement or as a separate perspective. Integration of the various topics and perspectives is accomplished within section introductions and in the overall introduction and conclusion to the text. The goal of this book is to inform students of the main issues confronting organizations, the main theoretical ideas within the different paradigms, why it is important to theorize about organizations, how these theories are constructed, and how learning is improved by scanning multiple perspectives. It can be used as a stand-alone course text or supplementary text for advanced undergraduate or graduate courses in Organization Theory. Strategy

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Anarchism, Organization and
Management

Critical Perspectives

Critical Perspectives on Diversity in
Organizations

Entrepreneurship and Family Business
Vitality

***An alternative approach to
critical management
studies out of the
Netherlands. There
organization studies has
not broken away from
philosophy and is not an
independent social science.
More sympathetic to
practitioners this collection
of papers provides a very
different view.
Within contemporary***

culture, 'leadership' is seen in ways that appeal to celebrated societal values and norms. As a result, it is becoming difficult to use the language of leadership without at the same time assuming its essentially positive, intrinsically affirmative nature. Within organizations, routinely referring to bosses as 'leaders' has, therefore, become both a symptom and a cause of a deep, largely unexamined new conceptual architecture. This architecture underpins how we think about authority and power at

work. Capitalism, and its turbo-charged offspring neo-liberalism, have effectively captured 'leader' and 'leadership' to serve their own purposes. In other words, organizational leadership today is so often a particular kind of insidious conservatism dressed up in radical adjectives. This book makes visible the work that the language of leadership does in perpetuating fictions that are useful for bosses of work organizations. We do this so that we - and anyone who shares similar

discomforts - can make a start in unravelling the fiction. We contend that even if our views are contrary to the vast and powerful leadership industry, our basic arguments rest on things that are plain and evident for all to see. Critical Perspectives on Leadership: The Language of Corporate Power will be key reading for students, academics and practitioners in the disciplines of Leadership, Organizational Studies, Critical Management Studies, Sociology and the

related disciplines.

Gender, Identity and the Culture of Organizations considers how organizations operate as spaces in which minds are gendered and men and women constructed. This edited collection brings together four powerful themes that have developed within the field of organizational analysis over the past two decades: organizational culture; the gendering of organizations; post-modernism and organizational analysis; and critical approaches to management. A range of

essays by distinguished writers from countries including the UK, USA, Canada, Denmark, Sweden, Finland, the Netherlands and Sweden, explore innovative methods for the critical theorizing of organizational cultures. In particular, the book reflects the growing interest in the impact of organizational identity formation and its implications for individuals and organizational outcomes in terms of gender. The book also introduces research designs, methods and methodologies by which

can be used to explore the complex interrelationships between gender, identity and the culture of organizations.

Giving a structured overview of the field of interorganizational relations, this handbook presents current thinking and research from international experts. It includes the study of strategic alliances, joint ventures, partnerships, networks and other forms of relationship between organizations.

***Key Terms and Concepts
Critical Perspectives on***

**Men, Masculinities and
Managements
Critical and Philosophical
Engagements
Diversity in the Workplace
Critical Perspectives on
Library Management
Education and Practice
A Critical Approach**

Decisions are made by individual humans—but also by corporations, plants, robots, and computer programs. The authors of this volume help initiate a powerful new comparative dimension for our analysis and application of decision making across an enormous range of

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*intellectual enquiry.
The eagerly-awaited Second
Edition of this
successful, highly-praised
textbook continues to
provide an original and
engaging introduction to
organizational behavior.
Now completely revised and
restructured, Stewart
Clegg, Martin Kornberger,
and Tyrone Pitsis succeed
in relating theory to
practice at every step to
equip students with a real
understanding of how to
apply organizational
behavior ideas in the real
world. Student-friendly
case studies, examples and*

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boxed features will stimulate and challenge students, encouraging them to develop critical thinking skills.

The SAGE Handbook of Process Organization Studies provides a comprehensive and timely overview of the field. This volume offers a compendium of perspectives on process thinking, process organizational theory, process research methodology and empirical applications. The emphasis is on a combination of pedagogical contributions and in-depth reviews of

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current thinking and research in each of the selected areas, combined with the development of agendas for future research. The Handbook is divided into five sections: Part One: Process Philosophy Part Two: Process Theory Part Three: Process Methodology Part Four: Process Applications Part Five: Process Perspectives

The International Encyclopedia of Organization Studies is the definitive description of the field, spanning individual,

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organizational, societal, and cultural perspective in a cross-disciplinary manner. It is the premier reference tool for students, educators, scholars, and practitioners to gather knowledge about a range of important topics from the unique perspective of organization studies with extensive international representation. The Encyclopedia is thoroughly cross-referenced, and entries are based around a series of broad themes. Editors Stewart R. Clegg and James R. Bailey bring

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together a team of
international contributors
from the fields of
management, psychology,
sociology, communications,
education, political
science, public
administration,
anthropology, law, and
other related areas.

*Organizational Studies
Critical Perspectives on
the Management and
Organization of Emergency
Services*

*An Introduction to Theory
and Practice*

*The SAGE Handbook of
Organization Studies
Critical Management*

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Studies and Librarianship

Developing Approaches to

Critical Management

Studies in the Netherlands

Winner of the Management

Accounting section of the American

Accounting Association notable

contribution to Management

Accounting Literature Award

Volume One of the Handbook of

Management Accounting Research

series sets the context for the

Handbooks, with three chapters

outlining the historical development

of management accounting as a

discipline and as a practice in three

broad geographic settings. Volume

Two provides insights into research

on different management

accounting practices. Volume Three

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*features contributions from some of the most influential researchers in various areas of management accounting research, consolidates the content of volumes one and two, and concludes with examples of management accounting research from around the world. Volumes 1, 2 and 3 are also available as individual product. * ISBN Volume 1: 978-0-08-044564-9 * ISBN Volume 2: 978-0-08-044754-4 * ISBN Volume 3: 978-0-08-055450-1 * Three volumes of the popular Handbooks of Management Accounting Research series now available in one complete set * Examines particular management accounting practices and specific organizational contexts * Adopts a*

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*global perspective of management
accounting practices Award:*

*"Winner of the Management
Accounting section of the American
Accounting Association notable
contribution to Management
Accounting Literature Award."*

*"Readers will find Dennis K.
Mumby's collection most useful for
the connections it establishes
between narrative analysis, in social
setting and postmodern light. . .*

*.What is important about this book
is the range of projects presented
using narrative to examine issues of
power and control." --Discourse and
Society What is the relationship
between narrative, society, and the
forms of control that function in
society? This critical analysis*

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examines the role of narrative in the creation of various social realities in a variety of communication contexts. The central theme of Narrative and Social Control is that narrative is a pervasive form of human communication that is integral to the production and shaping of social order. Each chapter provides both a theoretical framework and an examination of narratives in a range of communication contexts--interpersonal, small group, organizational, and mass mediated--illustrating the far-reaching impact of narrative on our lives and social organizations. This critical perspective is essential reading for scholars, students, and

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professionals in communication studies, organization studies, family studies, cultural studies, sociology, political science, peace studies, anthropology, philosophy, and gender studies.

First Published in 1989. Routledge is an imprint of Taylor & Francis, an informa company.

Counter-Narratives and Organization brings the concept of "counter-narrative" into an organizational context, illuminating these complex elements of communication as intrinsic yet largely unexplored aspect of organizational storytelling.

Departing from dialogical, emergent and processual perspectives on "organization," the individual

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chapters focus on the character of counter-narratives, along with their performative aspects, by addressing questions such as: how do some narratives gain dominance over others? how do narratives intersect, relate and reinforce each other how are organizational members and external stakeholders engaged in the telling and re-telling of the organization? The empirical case studies provide much needed insights on the function of counter-narratives for individuals, professionals and organizations in navigating, challenging, negotiating and replacing established dominant narratives about "who we are," "what we believe," "what we do" as a collective. The book has an

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interdisciplinary scope, drawing together ideas from both storytelling in organization studies, the communicative constitution of organization (CCO) from organizational communication, and traditional narratology from humanities. Counter-Narratives and Organization reflects an ambition to spark readers' imagination, recognition, and discussion of organization and counter-narratives, offering a route to bring this important concept to the center of our understandings of organization. Handbooks of Management Accounting Research 3-Volume Set Engaging Organizational Communication Theory and Research

Organizational Studies: Evil empires?

Critical Concepts in Management and Organization Studies

Handbook of Management

Accounting Research

Organization Theory

Organizational Communication: A Critical Approach is the first textbook in the field that is written from a critical perspective while providing a comprehensive survey of theory and research in organizational communication. The text familiarizes students with the field of organizational communication—historically, conceptually, and practically—and challenges them to reconsider their common sense understandings of

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work and organizations, preparing them for participation in 21st century organizational settings. Linking theory with practice, Mumby skillfully explores the significant role played by organizations and corporations in constructing our identities. The book thus provides important ways for students to critically reflect on their own relationships to work, consumption, and organizations. Most regions and countries in the world are experiencing increasingly diverse populations and labour markets. While the causes may vary, the challenges businesses face due to a heightened awareness of this diversity are often similar. Internally, organisations promote

diversity and manage increasingly heterogeneous workforces, accommodate and integrate employees with different value and belief systems, and combat a range of different forms of discrimination with organisational and also societal consequences. Externally, organisations have to manage demands from government, consumer, and lobbying sources for the implementation of anti-discrimination policies and laws. This has generated demand for appropriate higher level teaching programmes and for more diversity-focused research. Diversity in the Workplace responds to the increasing social and political debate and interest in diversity throughout

Europe. The contributors discuss the concept of diversity in different social and legal contexts and from the perspectives of different academic disciplines including sociology, anthropology, psychology, philosophy and organizational theory. The book includes a European view and the makings of a conceptual framework to literature on diversity that hitherto has tended to be US orientated and overwhelmingly practice focused. It will stimulate fruitful exchanges of ideas about different approaches to the challenges faced by businesses and organisations of all kinds. With chapters by authors involved in research into diversity issues at leading academic institutions across

Europe, this book offers much that will interest academics, researchers and higher level students, as well as practitioners wanting to understand managing workforce diversity; affirmative action programmes; and anti-discriminatory policy and practice in a wider context.

Offering an examination of educational approaches to promote justice, this volume demonstrates the necessity for keeping race, ethnicity, class, language, and other diversities at the core of pedagogical strategies and theories that address queer, trans, gender nonbinary and related issues. Queer theory, trans theory, and intersectional theory have all sought to describe, create, and foster a sense of complex subjectivity and

community, insisting on relationality and complexity as concepts and communities shift and change. Each theory has addressed exclusions from dominant practices and encouraged a sense of connection across struggles. This collection brings these crucial theories together to inform pedagogies across a wide array of contexts of formal education and community-based educational settings. Seeking to push at the edges of how we teach and learn across subjectivities and communities, authors in this volume show that theories inform practice and practice informs theory—but this takes careful attention, reflexivity, and commitment. This scholarly text will be of great interest

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to graduate and postgraduate students, academics, teachers, libraries and policy makers in the field of Gender and Sexuality in Education, LGBTQ studies, Multicultural Education and Sociology of Education.

Praise for the award winning First Edition: 'This handbook is organized to help teachers and students to cover the mainstream work in the field of organization studies. This is an excellent reference tool with which to study organizational theory and practice' - International Review of Administrative Sciences 'The editors have put together an impressive reference work, serious in intent and rigorous in implementation. As a publishing

achievement, and a scholarly 'event' in the field, SAGE is to be congratulated. It is designed as a work of synthesis, to link past and present, general and specific' - Journal of General Management Praise for the New Edition: 'An excellent collection of papers giving a timely overview of the field' - Gareth Morgan 'In this substantially updated, revised and extended edition of the widely acclaimed Handbook, the high standard of the contributions is maintained. Close consideration is given to newly emergent, such as networks and complexity, as well as more established topics. Metaphors of conversation and discourse are engagingly invoked to make and

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explore new distinctions, directions and connections. It is a key reference volume for more advanced students of this rapidly developing field' - Hugh Willmott , Diageo Professor of Management Studies, Judge Business School, University of Cambridge 'Giving the authors of the Handbook of Organization Studies the opportunity to revise and update their earlier contributions makes this handbook unique. Comparing the revised chapters to their originals offers the reader unparalleled insight into how knowledge develops in our discipline. New frameworks and deeper understandings, grounded in continuing scholarship, abound in this updated classic' - Mary Jo

**Hatch, C. Coleman McGehee
Eminent Scholars Research
Professor of Banking and Commerce
McIntire School of Commerce,
University of Virginia A decade
after it first published to
international acclaim, the seminal
Handbook of Organization Studies
has been updated to capture exciting
new developments in the field.
Providing a retrospective and
prospective overview of organization
studies, the Handbook continues to
challenge and inspire readers with
its synthesis of knowledge and
literature. As ever, contributions
have been selected to reflect the
diversity of the field. New chapters
cover areas such as organizational
change; knowledge management;**

and organizational networks. Part One reflects on the relationship between theory, research and practice in organization studies. Part Two address a number of the most significant issues to affect organization studies such as leadership, diversity and globalization. Comprehensive and far-reaching, this important resource will set new standards for the understanding of organizational studies. It will be invaluable to researchers, teachers and advanced students alike.

**Critical Perspectives on Leadership
critical perspectives on business and
management. Selves and subjects.**

Vol. 3

Multiple Perspectives

**Organizational Communication
The Language of Corporate Power
Student, Teacher, and Community
Experiences**

Volume one of the Handbooks of Management Accounting Research sets the context for both Handbooks, with three chapters outlining the historical development of management accounting as a discipline and as a practice in three broad geographic settings. The bulk of the first volume then draws together a series of contributions that analyse the scholarly literature in terms of distinct intellectual and theoretical social science perspectives. The volume includes a chapter which looks at work informed by psychology as a base discipline. The volume also includes a set of chapters that seek to evaluate and explain issues of research method for

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the different approaches to research found within management accounting. Special pricing available if purchased as a set with Volume 2. Documents the scholarly management accounting literature Publishing both in print, and online through Science Direct International in scope

Critical Concepts in Management and Organization Studies provides an accessible introduction to the key themes of critical management studies. An ideal companion for students studying critical management and organizations, it breaks down the complex language, concepts and philosophical underpinnings defining critical management studies.

"You might think that anarchism and management are opposed, but this book shows how an understanding of the long history of anarchist ideas allows us to

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understand the problems of contemporary organizing much more clearly. Anarchism is a theory of organizing, and in times when global capitalism is in question, we need new ideas more than ever. The reader of this book will learn how anarchist ideas are relevant to today's management problems. In a series of student friendly short chapters on contemporary topics, the authors challenge the common sense that has allowed particular forms of organization and market to become globally dominant. Do we always need leaders? Is technological change always a good thing? Are markets the best way to arrange forms of exchange? This challenging book is essential for anyone who wants to understand what is wrong with business school theory, and what we might do about it. For students and teachers of management, the standard

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textbook reproduces the dominant ideas about the way that business should be done. This book turns those ideas on their head, asking awkward questions about authority, technology and markets, and demanding that its readers think hard about whether they want to reproduce those ideas too. Students of management, like everyone else, know that the current global system is broken but they don't know what they can do about it. This unique book uses two hundred years of anarchist ideas to give readers a clear guide for building the organizations and businesses of the future, and places choice and responsibility at the centre of making a new world for people and planet"--

Critical Perspectives in Emergency Services Management makes an important contribution to the subject of

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emergency services management and to public administration and organization studies more generally. It critically assesses developments in emergency services management by examining the multi-dimensional nature of the provision of emergency services and their connectedness in advanced western democracies. The effective management of emergency services has never been more important than in today's high-pressured and cost-conscious public sector. The authors of this volume forensically analyse the challenges of delivering emergency services within this context. This book provides an in-depth, scholarly and comprehensive analysis of the changing landscape of emergency service provision and clearly addresses a gap in the market for a critical volume on the emergency services. For anyone seeking

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to understand why and how the management of emergency services matters, this collection is essential reading.

Narrative and Social Control

The SAGE Handbook of Process
Organization Studies

Multi-disciplinary and International
Perspectives

New Directions for Organization
Theory

Critical Perspectives on Innovation
Management

Creative Approaches for Researching
Business, Organisation and Humanities

'All too frequently

leadership is depicted as an
unequivocal "good".

Lemmergaard and Muhr's
excellent collection

disabuses us of this

misleading view, serving as

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a timely and salutary reminder that leadership is often emotionally charged, toxic, dysfunctional or downright stupid. This book's critical message should be read and heeded by students and practitioners of leadership alike.' Peter Case, James Cook University, Australia 'The book provides a rich kaleidoscope of critical engagements with leadership in all its complexity and ambiguity. The contributors to this collection do not deny the vital role that leadership can play nor the many ways in which it can affect the emotional dynamics of organizations for good and

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bad. What they do is to shift thinking away from the comforting but misleading simplicities of toxic leaders and inert followers, offering a welcome tonic to the critical study of leadership. The book will appeal to leadership scholars as well as to students and to reflective practitioners.' Yiannis Gabriel, University of Bath, UK This book offers a critique of the field of leadership studies, focusing on the dynamics between post-heroic leadership and the notion of functional and dysfunctional emotions. Situated in the field of critical leadership studies,

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the chapters of this book set out to challenge the general assumption that emotionality is the antithesis of rationality. The authors expand upon the existing discussions of leadership emotions and reveal how toxicity and dysfunctionality are not merely simple, negatively coercive, or repressive phenomena, but can also have productive and enabling connotations. The book includes comprehensive overviews of traditional leadership thinking and in addition provides readers with critical reflections on concepts such as ignorance, authenticity, functional

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stupidity and vanity in leadership. As the book presents a series of critical perspectives on how emotions can be theorized in leadership studies, it is suitable for advanced courses in the subject, as well as being a highly interesting monograph for academics in the field. Decades of investigations into diversity in the workplace have created mixed answers about what kinds of effects it has on employees and teams, and whether or not it can be managed effectively to generate positive outcomes for organizations. In contrast to mainstream work from

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management and psychology, critical views on workplace diversity have emerged that seek to grasp more fully the messy social and political realities of workplace diversity as they operate in context. Critical Perspectives on Diversity in Organizations therefore seeks to review, integrate and build upon emerging critical perspectives on workplace diversity to help give a fuller understanding of how employee differences affect workplace interactions, relationships, employment, inequality, culture, and society. Critical perspectives help to fill in and openly

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recognize many of the more far-reaching issues that pure management and psychology approaches can leave out – issues of power, inequality, politics, history, culture, and lived experiences. If organizations do not try to take these issues into account and critically reflect on them, then diversity management is likely to remain a relatively blunt instrument or worse, a hollow piece of rhetoric. This book will be of interest to international graduate students and researchers working on topics associated with equality, diversity and

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inclusion in organizations, as well as various organizational practitioners and activists engaged with these issues.

Most firms perceive innovation as the best way to grow. However, how it can best be managed is still unclear. While the number of publications on innovation has skyrocketed over the past two decades, it is still increasingly difficult to gain an overview of its most critical aspects. It has been even more challenging that much has been written about the possible benefits of innovation, but there is still lack of understanding

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of its downsides at the innovative firm level. This can lead to detrimental effects, such as a lower commitment to innovation, a lack of the effective innovation strategy, inappropriate organizational design that does not enhance innovation, and either a too cautious or too risky approach to innovation. Thus, the book aims to explore the concept of innovation management as well as to identify the bright and dark sides of innovation in innovative firms. A better understanding of the positive and negative effects of product and

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process innovation expands the knowledge base on innovation management and allows managers to manage innovation in a more efficient and effective manner. This book will be valuable to researchers, academics, managers, and advanced students in the fields of management studies, strategy, and organizational studies. This handbook provides a forum for leading researchers in organization theory to reflect on their own discipline: how it has developed and why; what sorts of knowledge claims it regards as acceptable and why; and where it may be, or

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should be, going.

The Oxford Handbook of
Organization Theory

Theories of Macro-

Organizational Behavior: A

Handbook of Ideas and

Explanations

Organizational Studies:

Objectivity and its other

Counter-Narratives and

Organization

A Handbook of Ideas and

Explanations

Organizational studies