

Critical Perspectives on Organization and Management Theory

*Edited by
Linda Smircich and
Marta B. Calás*



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HISTORY OF MANAGEMENT THOUGHT

Critical Perspectives On Organization And Management

David Faulkner



Critical Perspectives On Organization And Management:

Critical Perspectives on Organization and Management Theory Linda Mary Smircich, Marta B. Calás, 1995 This volume questions the organization of knowledge in organization studies that emerged after World War II It calls into question the managerialist view of what organizations are how they should be conducted and how they should be studied The authors of the essays included here represent a diversity of views neomarxist labour process symbolic feminist Knowledge Management Ikujiro Nonaka, 2005 *Critical Perspectives on Leadership* Mark Learmonth, Kevin Morrell, 2019-05-01 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

Critical Perspectives on Diversity in Organizations Thomas Calvard, 2020-12-29 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 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 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 inclusion in

organizations as well as various organizational practitioners and activists engaged with these issues Strategy David Faulkner,2002 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 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 *Organizational Studies* ,2001 Organizational studies ,2001 Leadership Brigid Carroll,Jackie Ford,Scott Taylor,2022-11-24 Written by a team of international experts and taking a truly global approach Leadership Contemporary Critical Perspectives is the essential guide to key concepts and contemporary concerns in leadership studies This third edition has been revised and expanded to improve accessibility to complex theory and add cutting edge content including Three new chapters on how leadership shapes the spaces we live and work in leadership during crisis and populism and conspiracy theories in leadership A range of new case studies focussing on world renowned leaders such as Greta Thunberg Mark Zuckerberg and Donald Trump An updated Leadership on Screen feature that looks at examples of leadership in film and TV including Parasite and Peaky Blinders This comprehensive yet engaging text is suitable for leadership students at both undergraduate and postgraduate level Instructors can visit the companion website to access valuable online resources including PowerPoints for each chapter and carefully selected content from the SAGE Business Cases platform Brigid Carroll is Professor in the Department of Management and International Business and holds the Fletcher Building Employee Educational Fund Chair in Leadership in the Faculty of Business and Economics at the University of Auckland New Zealand Jackie Ford is Professor of Leadership and Organization Studies at Durham University Business School UK Scott Taylor is an Associate Professor in Leadership and Organization Studies at Birmingham Business School University of Birmingham UK *Change Management* Mark Hughes,2006 This text covers all the key elements of organisational team and individual change with a critical edge Because change is a complex subject area that is often difficult to categorise it also offers a critical perspective that challenges assumptions in this area as well as ensuring that the complexities of this area remain clear **Organizational Studies: Selves and subjects** ,2001 **Critical Concepts in Management and Organization Studies** Peter Stokes,2011-05-24 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 *Anarchism, Organization and Management* Martin Parker,Konstantin Stoborod,Thomas Swann,2020-02-12 You might think that anarchism and management are opposed but this book shows how

engaging with the long history of anarchist ideas allows us to 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 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 200 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 the planet Reading Organization Theory Albert J. Mills, Anthony Michael Simmons, 1995 Encourages the reader to develop a critical approach to organizational analysis concerned with the application of theory to key issues and questions in the construction of alternative organizations and social formations Lists of key concepts examples and discussion questions are included **Managing Change** Mark Hughes, 2010-08-13 Managing Change A Critical Perspective explores how and why change occurs in organizations and how the change process can be managed effectively Complete with an appendix featuring twenty popular change management techniques it is an ideal core textbook for change modules on HR and business degree programmes at both undergraduate and postgraduate level It offers a critical perspective challenging the main assumptions and ensuring that the complexity of the subject is understood and appreciated This fully updated 2nd edition of Managing Change A Critical Perspective includes new chapters on perspectives power and politics ethics agents and agency HRM and evaluation Its revised structure reflects strategic group and individual change and a revised final chapter evaluates the practice and theory of change management Online supporting resources include annotated weblinks for students an instructor s manual complete with commentary on questions and cases in the book and lecture slides and additional case studies for tutors In the Shadow of Organization Robert B. Denhardt, 1989 Drawing upon critical social theorists like Habermas depth psychologists like Jung and phenomenologists like Husserl Denhardt shows how the ethic of organization inhibits the individual s search for meaning and then discusses strategies for enhancing the individual s role he champions independence expressiveness and creativity over discipline regulation and obedience *Organization and Management* Anthony G. Puxty, 1986 Organizational Studies, 2001 *Fundamentals of Organizational Communication* Pamela Shockley-Zalabak, 1995 Fundamentals of

Organizational Communication Fourth Edition presents the concepts of organizational communication within a unique competency based approach that incorporates personal knowledge interpersonal sensitivity communication skills and ethical values The text presents comprehensive coverage of major issues in organizational communication such as organizational conflict leadership and ethical behavior New to this edition Expanded coverage of careers and organizational forms in the 21st century helps students prepare for their futures Chapter 7 Organizational Conflict includes new sections on sexual harassment discrimination and ethical abuses to address important workplace issues Ten new cases and a new essay on the feminist perspective in organizational communication provide immediate applications of key concepts in the text

Technology, Organizations and Innovation David Preece,Ian McLoughlin,Patrick Dawson,2000 *Expertise and Organizational Boundaries* Jim Kitay,Christopher Wright,2001

Unveiling the Magic of Words: A Report on "**Critical Perspectives On Organization And Management**"

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