

Edited by Stephen Linstead

TEXT / WORK

**REPRESENTING ORGANIZATION AND
ORGANIZING REPRESENTATION**



Text Work Representing Organization And Organizing Representation

Stephen Rayner, Eva Cools



Text Work Representing Organization And Organizing Representation:

Text/Work Stephen Linstead, 2003-09-02 The concepts of social sciences social action and organizations as texts are no longer unfamiliar ones The use of language in social analysis has made researchers acutely aware of the importance of language use not only to contain and express experience but also to create second order accounts of these experiences This way of using language to shape our knowledge and guide social action it is urged makes social action and organization a text Text Work is an innovative exploration of our understanding of the textual nature of organizational life and considers the consequences of textual nature for organization studies How can organizations be profitably written into textual forms This is a bold investigation into a challenging and exciting area of study

Untold Stories in Organizations

Michal Izak, Linda Hitchin, David Anderson, 2014-11-13 The field of organizational storytelling research is productive vibrant and diverse Over three decades we have come to understand how organizations are not only full of stories but also how stories are actively making sustaining and changing organizations This edited collection contributes to this body of work by paying specific attention to stories that are neglected edited out unintentionally omitted or deliberately left silent Despite the fact that such stories are not voiced they have a role to play in organizational analysis The chapters in this volume variously explore how certain realities become excluded or silenced The stories that remain below the audible range in organizations offer researchers an access to study political practices which marginalise certain organisational realities whilst promoting others This volume offers a further contribution by paying heed to silence and the processes of silencing These silences influence the choice of issues on organisational agendas the choice of audience s to which these discourses are addressed and the ways of addressing them In exploring these relatively understudied terrains Untold Stories in Organizations comprises an important contribution to the organizational storytelling space opening paths for new trajectories in storytelling research

Managerial Cultures David Hanson, 2014-02-05 How did the conduct of business come to be so different in different countries Why are some less developed countries in the process of rapid industrialization while so many others remain poor Analysts often point to national differences in the cultures of business to explain these patterns What then accounts for these differences in culture We can gain some insights into these issues by considering the incentives that are likely to shape the behaviors of upwardly mobile sub elites Patterns of elite initiatives in the early years of industrialization have an enduring impact on the subsequent conduct of business Understanding the impact of history can provide important insights into contemporary business practices Viewed from the perspective of developmental history apparently independent phenomena can often be seen as different aspects of a common pattern Questions about the relation between our collective past experiences and future performances are also relevant for our understanding of democratic self governance Governments are generally engaged in nation building What works Why Where are we collectively headed This volume suggests some answers Author David Hanson develops an analysis that focuses on governing elites the need for security and the search for status His

analysis rests on considerations of social structure conflict and psychology rather than on resources markets and economics The result is a book to offer international managers an understanding of history's critical role in fully understanding the societies in which they operate The Social Construction of Management Nancy Harding,2004-06 A critical and empirical study that explores the constitution of managerial identities in the age of mass education in management and challenges the way we think about organizations and their management

Management and Neoliberalism Alexander Styhre,2014-04-16 After the financial collapse of 2008 and the bailing out of banks in the US and the UK the long term viability of the neoliberal doctrine has come under new scrutiny The elimination of regulatory control the financialization of the economy including the growth of increasingly complex financial innovations and the dominance of a rentier class have all been subject to thorough criticism Despite the unexpected meltdown of the financial system and the substantial costs for restoring the finance industry critics contend that the same decision makers remain in place and few substantial changes to regulatory control have been made Even though neoliberal thinking strongly stresses the role of the market and market based transactions the organization theory and management literature has been marginally concerned with neoliberalism as a political agenda and economic policy This book examines the consequences of neoliberalism for management thinking and management practice Managerial practices in organizations are fundamentally affected by a political agenda emphasizing competition and innovation Concepts such as auditing corporate social responsibility shareholder value and boundariless careers are some examples of managerial terms and frameworks that are inextricably entangled with the neoliberal agenda This book introduces the literature on neoliberalism its history and controversies and demonstrates where neoliberal thinking has served to rearticulate managerial practice including in the areas of corporate governance human resource management and regulatory control of organizations *The Public Services Under Reconstruction* Marja Gastelaars,2009-01-13 This book examines the services in and around the public domain analysing a number of socio cultural changes relevant to these services including the rationalising efforts of the New Public Management and the introduction of IT **Values-based**

Service for Sustainable Business Bo Edvardsson,Bo Enquist,2008-10-31 This is the first book on the role of values in developing and managing service companies emphasizing sustainable business The authors examine the role of values in forming a service culture which creates customer value Style Differences in Cognition, Learning, and Management

Stephen Rayner,Eva Cools,2012-12-06 This book aims to mark fifteen years of contributions to the field of style research in cognition and learning presented at the annual conference of the European Learning Styles Information Network The style field is a multidisciplinary global community made up of researchers in several domains of knowledge including education psychology business computer science information systems management human resources and other related fields The book will be relevant for readers who are interested in differences in thinking and learning covering a wide range of style related themes with appeal to readers seeking an international and interdisciplinary perspective Interested practitioners will include

professionals working in the areas of HR Management Organizational Learning Business Management and all phases of Education The application of style differences for example impacts widely upon work and human performance in areas of policy making team management and project development sports social agency and medicine New or alternative research paradigms facilitating revision and consensus in the field of style differences are presented The aim of integrating research and practice is developed to achieve consensual theory for style differences in human performance Style Differences in Performance is a timely and field defining volume that will change the way academics and practitioners across international and disciplinary boundaries think and talk about the field of learning style and its implications for human achievement

Storytelling in Management Practice Stefanie Reissner,Victoria Pagan,2013-06-03 Since the early 2000s storytelling as a means of managerial communication has been increasingly advocated with a focus on the management practices of leadership change and organizational culture Most research on storytelling in management practice derives from practitioner experience but little is known about the specific dynamics behind storytelling as a tool for managerial communication This book derives from one of the first research studies into storytelling in management practice which sought to evaluate the assumed but not necessarily proven effectiveness of storytelling as a management tool Building on existing theories of narrative and storytelling in organizations the book explores how managers use storytelling in their daily practice revealing that it can be employed both purposively like a tool and perceptively spontaneously and intuitively The book explains that storytelling has different functions in management practice at different levels of the organization such as Creating direction for the organization Translating strategic messages into operational ones and supporting the professional development of staff Shaping the organization s social fabric through the sharing of personal stories Aided by a wealth of interviews and case studies Storytelling in Management Practice reveals an analysis of the dynamic relationship between story storyteller audience and organizational context As such it will be useful for students and researchers working across a variety of sub disciplines including leadership organizational behaviour and business communication *Efficiency and Management* Guy Callender,2008-11-19 It is widely accepted that management concepts such as strategic management human resource management and management development have a well defined body of knowledge designed to inform management praxis however the notion of efficiency has no such body of knowledge to support its application within management praxis This book proposes the replacement of the generalised term efficiency with the more comprehensive notion of performance efficiency to provide a reliable basis on which to evaluate management behaviour Given the scope of the investigation the outcome is not designed to prove the success or failure of the inherent nature of efficiency but rather to establish a new starting point for yet wider empirical research At a macro level it advances the proposition that the notion of efficiency has become an ideological statement of support for any management intention rather than a practical means to inform or evaluate a range of management actions *Research Skills for Management Studies* Alan Berkeley Thomas,2004-08-02 The

recent growth of interest in the systematic study of management has transformed a once neglected area of research into one that now attracts a huge number of postgraduate students. Despite this there has been a distinct lack of research guides tailored specifically for management studies. Designed as a comprehensive introduction to the main phases of a research project, this textbook fills that void. It leads students from the very first stage of initiation through to final publication, considering the nature of research skills and the fundamental elements of the research process whilst exploring the institutional context in which management research is carried out. Taking current debates and the surrounding philosophical and strategic issues in hand, this book combines the key theories with the best practical advice to offer a completely rounded introduction to the topic. It includes guidance and specific reference to real management research projects as well as case examples, activities and further reading lists and is essential reading for anyone undertaking a management studies research project.

The Dark Side of Emotional Labour Jenna Ward, Robert McMurray, 2015-10-05. *The Dark Side of Emotional Labour* explores the work that the rest of society would rather not think about: the often unseen work that is emotionally disturbing, exhausting, upsetting and stigmatising. This is work that is simultaneously undesirable and rewarding work whose tasks are eschewed and yet necessary for the effective function of individual organisations and society at large. Diverse and challenging, this book examines how workers such as the doorman, the HR manager, the waiter and the doctor's receptionist experience verbal aggression and intimidation; how the prison officer and home carer respond to the emotions associated with physical violence; and how the Samaritan, banker and veterinarian deal in death and despair. It also considers how different individuals develop the emotional capital necessary to cope with the dark side of emotional labour and how individuals can make sense of and come to take satisfaction and pride in such difficult work. Finally, the book considers what is to be done with darker emotional work both in terms of the management and care of those labouring on the dark side. Challenging and original, this book gives a voice to those who undertake the most demanding work on our behalf. It will be of interest to researchers and students of organisation studies and its related fields and to every one of us who is called on to work or manage on the Dark Side.

Management Theory Nanette Monin, 2004-01-22. Narrative approaches to organisation and management studies are very much in vogue. Offering a new challenge to management scholarship, *Management Theory: A Critical and Reflexive Reading* exposes the subtexts of five influential texts by Taylor, Follett, Drucker, Mintzberg and Kanter. In doing so, it encourages readers to recognise the stories that.

International and Cross-Cultural Management Studies G. Jack, R. Westwood, 2009-11-19. Drawing on postcolonial theory, this text offers a critique of international management. It argues that such disciplines are Western discourses and exhibit historical and current resonances with the vicissitudes of the so-called colonial project. The book explores alternative approaches to the question of the other in late global capitalism.

Gender Equity in Science and Engineering Diana Bilimoria, Xiangfen Liang, 2012-02-06. Women faculty's participation in academic science and engineering is critical for future US global competitiveness yet their underrepresentation, particularly in senior

positions remains a widespread problem To overcome persistent institutional resistance and barriers to change the NSF ADVANCE institutional transformation initiative instituted in 2001 seeks to increase the workforce participation of women faculty in academic science and engineering through systematic institutional transformation This book assesses the equity diversity and inclusion outcomes of the changes underway at 19 universities It provides a comprehensive stand alone description of successful approaches to increase the recruitment advancement and retention of women faculty throughout the academic career pipeline The findings show that targeted institutional transformation at these 19 U S universities has resulted in significant increases in women faculty s workforce participation as well as improved gender equity and inclusion Analyses by discipline show that the greatest changes have occurred within engineering and natural science disciplines at these universities Yet the results also point to the overall continued underrepresentation of women faculty in academic science and engineering at the nation s research universities A framework of organizational change is derived to serve as a template to academic and other organizations seeking transformation to enhance gender equity diversity and inclusion

The Racial Politics of Bodies, Nations and Knowledges Barbara Baird, Damien W. Riggs, 2009-01-14 The Racial Politics of Bodies Nations and Knowledges takes on the urgent task of chipping away at existing racial and ethnic hierarchies that obstruct global and local movement towards human rights and social justice It imagines subjective social and political spaces which might enable this movement Many authors engage with Indigenous sovereignties from both Indigenous and non Indigenous perspectives While most authors write from an Australian perspective the issues addressed both have relevance beyond antipodean borders and complicate the idea of national boundaries Chapters include a comparison of Indigenous struggles for land in Canada and Australia the situation of minority ethnic and religious communities in the European Union a meditation on teaching an Australian film about colonial history to German university students and the story of the delicate positioning of a man of mixed Maori and Irish heritage finding cultural citizenship in the US academy in the mid 20th century Other chapters focus on children s storybooks media representations of suffering and websites aimed at gay and lesbian youth all international phenomena and all places where racialised politics are at play The book also offers insights into contemporary Australian racial politics via analyses of the treatment of asylum seekers the health of Indigenous women the education of young Indigenous people and the development of national histories in local tourist promotion Readers looking for international perspectives on racial issues will find this book a diverse but rewarding approach to vitally important subject matter

Moving Images Jon Billsberry, Pauline Leonard, 2012-08-01 This book will inspire academics teachers and trainers to use film and television in their classrooms and to shows them how it might be done It brings together respected international scholars who recount their experiences of how they have used moving images in their classrooms defined widely to include distance learning with their explanations of why they chose this method of teaching and how they put their intentions into action The book also illustrates how particular subjects might be taught using film and television as an

inspiration to demonstrate the range of opportunities that these media offer Finally this book considers some of the practical issues in using film and television in the classroom such as copyright technology and the representation of reality and drama in films This is a practical how to book that answers the questions of those people who have considered using film and television in their classroom but until now have shied away from doing so The opportunity to see how others have used film effectively breaks down psychological barriers and makes it seem both realistic and worthwhile Management and Organization of Temporary Agency Work Bas A.S. Koene,Nathalie Galais,Christina Garsten,2014-02-03 Over the past two decades the use of flexible employment relations has increased in most developed countries The growth of temporary agency work constitutes a significant component of this development Organizations are now facing the challenges of managing a blended workforce i e a workforce consisting of both direct hires and contractors At a time when Europe as well as the rest of the world is facing enhanced global competition and a severe labor market crisis an understanding of temporary employment practices becomes all the more acute With the evolution of the use of agency work in the Western world over the past decade the chapters in this volume show how a focus on the management and organization of temporary agency work can be helpful to see possibilities and pitfalls for the use of temporary employment in the wake of changed employment practices and challenges to labor market stability and welfare structures Together the new case studies presented in this volume provide a wide scope of analysis of the organization and management of temporary agency work offering a much needed contribution to the discussion of issues and priorities that guide and shape organizational practices today Its particular uniqueness lies in the empirical richness and variety of local case studies and the way in which these are related to wider policy aims ideological shifts and the dynamics of organizational practice with a particular focus on the organization and management of blended workforces *The Strategically Networked Organization* Hanna Lehtimäki,2016-12-08 The Strategically Networked Organization shows top and upper middle management how cultivating an understanding of intra firm social relations can help them to build unique strategic advantage and make use of the day to day knowledge that emerges in the social connections and interactions within an organization Critical Management Studies Christopher Grey,Isabelle Huault,Véronique Perret,Laurent Taskin,2016-02-22 Critical Management Studies CMS is often dated from the publication of an edited volume bearing that name Alvesson and Willmott 1992 In the two decades that have followed CMS has been remarkably successful in establishing itself not just as a term but as a recognizable tradition or approach The emerging status of CMS as an overall approach has been both encouraged and marked by a growing range of handbooks readers and textbooks Yet the literature is dominated by writings from the UK and Scandinavia in particular and the tendency is to treat this literature as constituting CMS However the meaning practice constraints and context of CMS vary considerably between different countries cultures and language communities This volume surveys fourteen various countries and regions where CMS has acquired some following and seeks to explore the different ways in which CMS is understood and the different

contexts within which it operates as well as its possible future development

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