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# SOCIOLOGY AND ORGANIZATION THEORY

POSITIVISM, PARADIGMS  
AND POSTMODERNITY



JOHN HASSARD

# Sociology And Organization Theory Positivism Paradigms And Postmodernity

**Karen Ashcraft, Dennis K Mumby**



## **Sociology And Organization Theory Positivism Paradigms And Postmodernity:**

Sociology and Organization Theory John Hassard, 1995-04-06 It has been claimed that organization theory is in a state of crisis This book traces the history of the orthodox systems theory paradigm in organization studies from its foundations to its recent deconstruction by postmodernists The analysis offers general support for the sociology in crisis thesis but takes issue with one of its main propositions that paradigms are incommensurable It is argued that paradigms are porous rather than hermetic phenomena a fact that has profound implications for the theory building process

**Organization Theory and Postmodern Thought** Stephen Linstead, 2004 Focuses on a major philosopher who has had or should have a major influence on organization theory

*The Four Paradigms in Economics* Kavous Ardalan, 2025-10-02 In *The Four Paradigms in Economics* Theories Concepts and Analytical Tools Kavous Ardalan demonstrates how these four paradigms explain any economics phenomenon differently and therefore together they provide a broader and deeper understanding of the economic phenomenon under consideration The main theme of *The Four Paradigms of Economics* is that social theory can usefully be conceived in terms of these four key paradigms functionalist interpretive radical humanist and radical structuralist The four paradigms are founded upon different assumptions about the nature of social science and society and therefore provide different explanations of any phenomenon The book also looks at the major prevailing schools of thought in economics Neo Classical Economics New Institutional Economics Behavioral Economics Austrian Economics Post Keynesian Economics Institutional Economics Social Economics Radical Economics and Marxist Economics from the point of view of the four paradigms and locates them within the four paradigm framework

*Critically Constituting Organization* Andrew Chan, 2001-01-16 In the past contingency and neo Marxist theorists of culture reduced culture to an effect of something other than itself and as they made culture metaphorical they constituted its object of inquiry a somewhat impossible pretension This book extends the debate considerably It does so through considering the work of Foucault in the context of the analysis of culture While Foucault has had a considerable impact on organization studies up to the present no text has systematically addressed what happens to organization culture when it encounter a Foucauldian gaze Read this book and you will find out

Stewart Clegg UTS Sydney

An Introduction to Critical Management Research Mihaela L Kelemen, Nick Rumens, 2008-09-17 This book offers a lively and readable account of how scholars and students might engage with some of the more unusual critical theories associated with the critical management research project Supported by a wealth of empirical and theoretical material this book will introduce readers to the complex issues surrounding how to carry out critical management research rather than simply providing prescriptive answers Heather H pfl University of Essex Kelemen and Rumens have done management scholars a great service in reviewing a huge amount of disparate knowledge and compressing it into a succinct lively and provocative book on the current state of Critical Management Studies This is a must read for those both inside and outside CMS Keith Grint Cranfield University Management is a critical term for contemporary

politics but getting to grips with managerialism requires research methods that can deal with contemporary and controversial topics This book provides the tools for that project and will be invaluable for scholars and students who wish to challenge the conservatism of management academy at the present time Martin Parker University of Leicester Why have certain theories shaped management research Where do research theory and practice meet if at all To ask these questions is to think critically about management research Mihaela L Kelemen and Nick Rumens explore the fundamentals of critical management theory and their influences on management research and in doing so offer the student an illuminating introduction to what is often a disparate and complex array of issues 10 expressive chapters examine theoretical foundations including those most often sidelined in mainstream management theory from postmodernism and deconstruction to American pragmatism along with methodological choices and the intellectual issues each of these presents Also provided is a timely consideration to the consequences and ethical concerns now inherent to any research issue *The Language of Organization* Robert Ian Westwood, Stephen Linstead, 2001 Deals with issues such as power knowledge and organizational discourse Sociology, Work and Industry Tony Watson, Tony J. Watson, 2008-04-30 This popular text effectively explains and justifies the use of the sociological imagination to understand the nature of institutions of work occupations organizations management and employment and how they are changing in the twenty first century With outstanding breadth of coverage it provides an authoritative overview of both tradition **Sociology, Work and Industry**, *Studying Organization* Stewart R Clegg, Cynthia Hardy, 1999-04-29 In response to the needs of lecturers the acclaimed Handbook of Organization Studies has been made available as two major paperback textbooks In this the first of a two volume paperback edition of the landmark Handbook of Organization Studies editors Stewart Clegg and Cynthia Hardy survey the field of organization studies *Studying Organization* is an ideal textbook around which to build courses on organization theory and research methodology Central to the enterprise has been a concern to reflect and honour the manifest diversity of the field including recognition of the extent to which the very notion of a single field of organization studies is debated Part One locates the study of organization by reviewing some of the most significant theoretical paradigms to have shaped our understanding The second part reflects on the relationships between theory and research in organization studies

**Deconstructing the Welfare State** Paula Hyde, Edward Granter, John Hassard, Leo McCann, 2016-06-23 Who are NHS middle managers What do they do and why and how do they do it This book explores the daily realities of working life for middle managers in the UK's National Health Service during a time of radical change and disruption to the entire edifice of publicly funded healthcare It is an empirical critique of the movement towards a healthcare model based around HMO type providers such as Kaiser Permanente and United Health Although this model is well known internationally many believe it to be financially and ethically questionable and often far from best practice when it comes to patient care Drawing on immersive ethnographic research based on four case studies an Acute Hospital Trust an Ambulance Trust a Mental Health

Trust and a Primary Care Trust this book provides an in depth critical appraisal of the everyday experiences of a range of managers working in the NHS It describes exactly what NHS managers do and explains how their roles are changing and the types of challenges they face The analysis explains how many NHS junior and middle managers are themselves clinicians to some extent with hybrid roles as simultaneously nurse and manager midwife and manager or paramedic and manager While commonly working in back office functions NHS middle managers are also just as likely to be working very close to or actually on the front lines of patient care Despite the problems they regularly face from organizational restructuring cost control and demands for accountability the authors demonstrate that NHS managers in their various guises play critical yet undervalued institutional roles Depicting the darker sides of organizational change this text is a sociological exploration of the daily struggle for work dignity of a complex widely denigrated and largely misunderstood group of public servants trying to do their best under extremely trying circumstances It is essential reading for academics students and practitioners interested in health management and policy organisational change public sector management and the NHS more broadly

**Perspectives on Organizational Communication** Steven R. Corman, Marshall Scott Poole, 2000-11-08 This volume promotes constructive dialogue among the basic methodological positions in organizational communication today Three essays discuss the concept of common ground from interpretive post positivist and critical vantage points **Governance:**

**A Very Short Introduction** Mark Bevir, 2012-10-25 Generally referring to all forms of social coordination and patterns of rule the term governance is used in many different contexts In this Very Short Introduction Mark Bevir explores the main theories of governance and considers their impact on ideas of governance in the corporate public and global arenas **The**

**SAGE Handbook of Organization Studies** Stewart R Clegg, Cynthia Hardy, Tom Lawrence, Walter R Nord, 2006-06-21 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 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

Qualitative Research David Silverman, 2004-05-25 Common themes in this volume include the centrality of the relationship between analytic perspectives and methodological issues links between social science traditions and the need to expand the paradigm of qualitative research

*Organizational Behaviour Reassessed* Elisabeth M Wilson, 2001-03-22 Most books on Organizational Behaviour are still gender free zones This book however treats gender as it needs to be treated as a fundamental organizing principle of organization Professor Paul Iles of Liverpool Business School Liverpool John Moores University Challenging mainstream accounts of organizational behaviour and management which treat gender as an optional extra this book demonstrates how it can be an essential organizing principle Each chapter covers one or more of the principal mainstream topics before deconstructing and critiquing these and suggesting other ways of understanding these issues

**Social Interaction and Organisational Change** Oswald Jones, Steve Conway, Fred Steward, 2001 This book provides a detailed multi disciplinary analysis of innovation networks in a variety of organisational settings All the contributors are employed at Aston Business School which is one of the UK's foremost institutions in terms of both teaching and research The book illustrates the way in which innovation networks are formed and sustained in a variety of organisational settings the public sector public private collaboration national policy level inter organisational credit links as well as the more traditional focus on manufacturing firms The strength of the network approach is that it encourages detailed analyses of the dyadic links which must be mobilised in the innovation process At the same time networks provide a framework for exploring the multiple sources and pluralistic patterns of communication typical of innovatory activity Therefore in contrast to much of the innovation network research undertaken in recent years the focus of this book is as much on notions of OC network as methodOCO as on OC network as phenomenonOCO Contents

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 innovation studies policy studies and organisational behaviour theory     Managing Nongovernmental Organizations  
 Frederik Claeyé, 2014-03-26 The idea that international development aid needs to be better managed and coordinated gained  
 currency in the early 1990s The increasing emphasis on management has resulted in the present vogue of managing for  
 development results as one of the central tenets in the discourse on international aid But how appropriate are these ideas  
 tools and techniques for non governmental development organizations NGOs and how much does geographic context matter  
 Examining the current debate on aid effectiveness and the role of NGOs in contributing to it this book highlights the critical  
 importance of understanding how the global and the local interact to increase aid efficacy and develop more culturally astute  
 ways of managing NGOs With a focus on NGOs active in sub Saharan Africa as case studies author Frederik Claeyé  
 demonstrates that NGOs are not mere passive recipients of management knowledge and practices emanating from the global  
 governance structure of international aid but actively engage with these ideas and practices to translate and rework them  
 through a local cultural lens This process results in the emergence of unique hybrid management systems that combine the  
 pressure to become more business like with the mission to satisfy the demands of the communities they serve     **IBSS:**  
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 subject areas anthropology economics political science and sociology     Management Keith Grint, 2013-04-30 This is a lively  
 introduction to management covering an array of management orthodoxies and demonstrating through contemporary  
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 Ashcraft, Dennis K Mumby, 2003-09-24 *Reworking Gender* is a remarkable analysis of the intersections of discourse gender  
 and organizing that not only addresses contemporary metatheoretical concerns but also illuminates these issues with  
 archival and interview data *Reworking Gender* systematically lays out arguments for the importance of work in our field for

communication's connections with and potential contributions to related disciplines and for possible ways in which researchers can continue to challenge boundaries between presumably incommensurable discourses. Without a doubt, *Reworking Gender* will prove to be a landmark book in feminist critical cultural organization studies and organizational communication theorizing. Patrice M. Buzzanell, Purdue University, *Reworking Gender: A Feminist Communicology of Organization* examines the place of gender and feminist scholarship in contemporary critical organization studies. Departing from the common view of gender as a specialized branch of organization scholarship, authors Dennis K. Mumby and Karen Lee Ashcraft reposition feminism in a communication-centered model that integrates recent developments in feminist critical and postmodern organizational studies. Linking theory to practical projects, the authors address many of the complex and often contradictory concerns of critical organizational scholarship, including issues of discourse, subjectivity, power, race, and class. In a compelling and timely fashion, this important volume explores gendered organization studies in the wake of the discursive turn. The dynamic relationship between gender and organization. The social construction of gendered work identities. The intersection of gender, race, sexuality, and class. The dialectical relation of power and resistance. With its interdisciplinary approach, *Reworking Gender: A Feminist Communicology of Organization* will be of significant interest to scholars and graduate students in such fields as organizational communication, management, and organization studies, sociology, and gender studies.



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