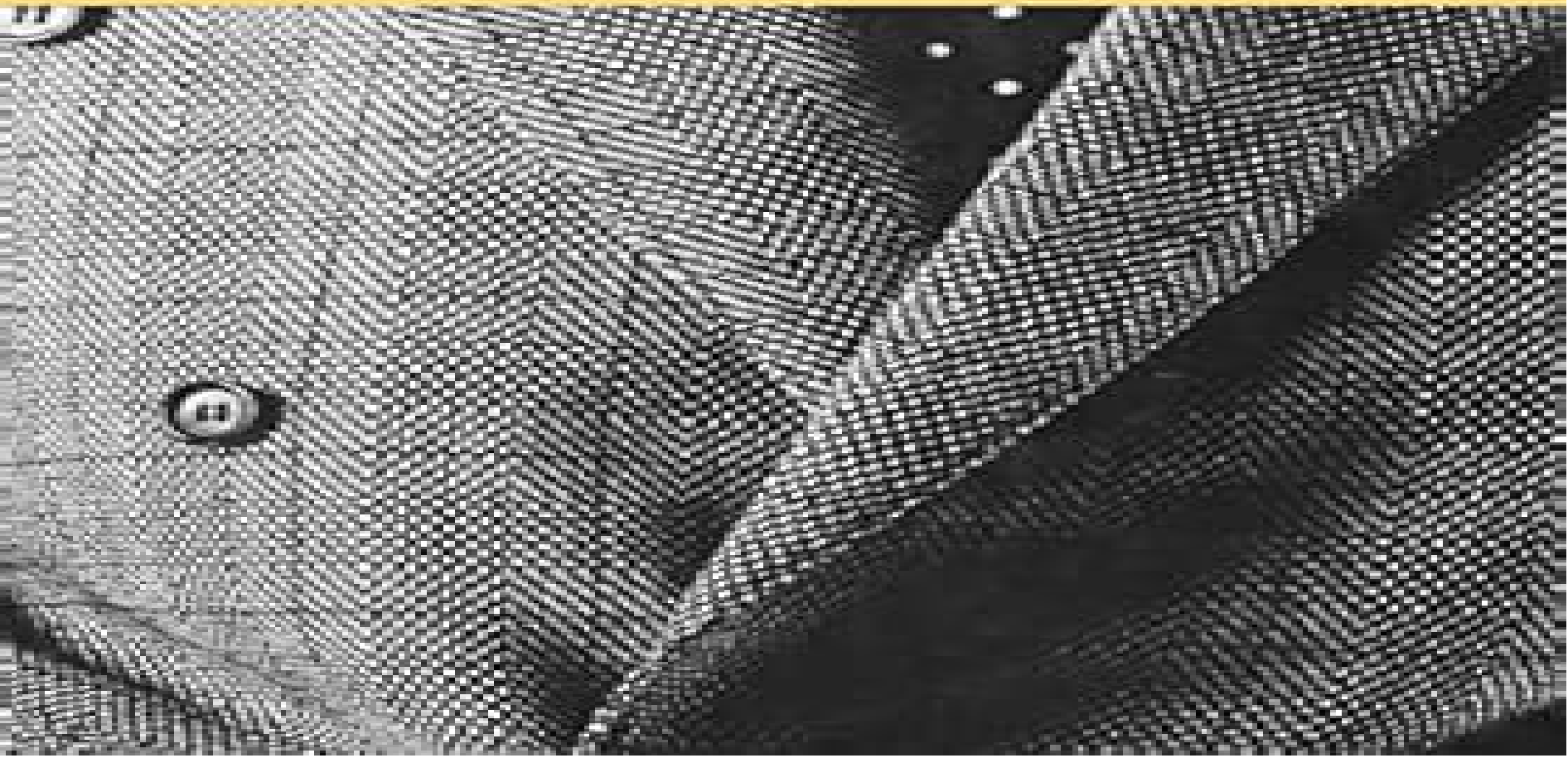# Nancy Harding

THE SOCIAL CONSTRUCTION OF MANAGEMENT

TEXTS AND IDENTITIES

Social Construction Of Management Texts And Identities

Thomas Diefenbach

Social Construction Of Management Texts And Identities:

The Social Construction of Management Nancy Harding,2004-06-01 What is management and how do the people who become managers take on a managerial identity How does text inform the manager s identity From cultural studies we understand that the relationship between text and reader is not passive but that each one works upon the other and that text is active in forming the identity of the reader This books is the first to analyse how many management textbooks construct their readers It analyses management textbooks published since the 1950s and shows they construct a world in which chaos is kept at bay only by strong management and in which strong management is based upon the rationality of modernity This book exposes and analyses such claims to truths and theorizes their arguments using the work of Butler and Foucault the sociology of scientific knowledge critical legal studies art history and queer theory By revealing a postmodern turn in management textbooks The Social Construction of Management is both a critical and empirical study that explores the constitution of managerial identities in the age of mass education in management An exciting contribution to the growing body of knowledge within critical management studies this book challenges the way we think about organizations and their management and about management education as a whole This is thought provoking reading for anyone studying management or working in the managerial organization **The Social Construction of Management** Nancy Harding,1999-11-01 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 *Efficiency and Management* Guy Callender,2008-11-19 Designing a more reliable basis on which to evaluate management behaviour this excellent book engages fully with management rhetoric and the frequent confusion surrounding it *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 **Pierre Bourdieu, Organization, and Management** Ahu Tatli,Mustafa Ozbilgin,Mine Karatas-Ozkan,2015-04-17 Pierre Bourdieu the French sociologist philosopher and anthropologist has been widely studied and analyzed in academic circles particularly in sociology where his ideas about

power relations in social life helped to define the contemporary field While many other sociological theories and figures have been extensively discussed and analyzed within the contexts of organization studies and management Bourdieu s ideas have until recently been largely ignored Offering an authoritative evaluation of Bourdieu s work this book provides readers with conceptual frameworks empirical examples and methodological considerations for advancing theory and research in management and organization studies This book presents an in depth review of the relevance of Bourdieu s social theory for organization and management studies outlining the key aspects of Bourdieu s approach and situating his work in its historical and intellectual context of the time An outline of the treatment of Bourdieuan theory by management and organization scholars and a critique of the selective reception of his work are offered The first edited collection to explore the benefits of Bourdieuan sociology for a management audience this book is relevant for theory research and practice and will appeal to an international scholarly audience of academics and research students **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 *International Management and International Relations* Ana Guedes,Alex Faria,2010-04-23 Over the last few decades the field of management enlarged its boundaries especially in international terms in a very rapid fashion mainly because of the arrival of the so called era of globalization Many renowned scholars have criticized the universal approach given to management in the United States and its subsequent automatic conversion into international management but their arguments too can fall into the trap of universalism at times This book has a more specific concern to challenge the conversion of management into international management from a Latin American perspective This challenge might be taken as a first step toward the construction of a Latin American perspective in International Management and a potential

contribution to the development of this field in other parts of the world Drawing upon such critical standpoint several authors in the book converge upon the idea that researchers practitioners and authorities in Latin America should challenge the US dominance in International Management and foster interdisciplinary developments within International Relations The critical perspective provided in this book challenges the US s narrow viewpoint on management as it clearly does not fit the governance features of international management in Latin America So far we have not observed the constitution of sub areas such as international management of international organizations international management of transnational institutions international management of public private networks international management of public companies and international public administration or international public management all of which would be extremely important in Latin America

   Management and the Dominance of Managers Thomas Diefenbach,2009-05-22 Managers are powerful The organizations of our time are in essence managerial organizations even our societies are managerial societies This book looks behind the portrait of management as value free technicality and challenges the image of managers as the selfless pursuer of an organization s survival and development It explains that individual interests and careers of managers are only part of a wider epochal and historic picture the picture of managers as the new ruling class using and misusing organizations for their own personal and group interests while portraying their own roles and actions as increasing the efficiency of organizations and serving the public interest But why exactly are managers so powerful Why and how do managers dominate our organizations It will be argued that the prevailing understanding of management and managers is only at the surface about functional aspects In its very core management has been and is all about the power and control interests and ideology of managers in short the dominance of managers over other groups of people In order to investigate and explain this dominance a multi dimensional theory of social dominance of managers will be developed which reveals the personal and group interests behind such claims and is based in its core on three explanatory factors power interests and ideology These factors themselves will be analyzed as comprehensive multi dimensional and interdisciplinary concepts in order to address the complex nature of managers dominance appropriately   **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

The Teachings of Management Karin Brunsson,2017-04-26 This book provides a brief overview of the fundamental presumptions underlying the idea of management It is argued that managers and others must endorse these presumptions the teachings of management even though they are well aware that their applicability to managerial practice is limited The author analyzes how the teachings of management are similar to political or religious beliefs and why unlike such doctrines they cannot be easily dismissed as outdated or irrelevant Instead these assumptions help to construct the idea of the organization and thus constitute a vital factor in a contemporary society of organizations   Why Organizational Change Fails Leike van Oss,Jaap van 't Hek,2012-03-29 Why Organizational Change Fails is about the sturdy and stable aspect of organisations The purpose of the book is to make change managers and OD consultants sensitive to signals of the robust part of an organization helping them to see something different than they usually see signs of change   Communication and Management at Work T. Klikauer,2007-04-11 Uniquely this book positions communication inside the historic development of work and management and shows how this development has led to the instrumental use of communication informed by the distinction between those who manage and those who are managed and directed towards the control and system integration of the workers   The Language of Managerialism Thomas Klikauer,2023-01-24 This book explains how management became Managerialism and how the language of managerialism was developed Providing a comprehensive discussion of the managerialism language interface the book argues that firstly managerialism itself has developed its distinctive language and secondly the two concepts of managerialism and language mutually depend upon each other Written from the critical media studies perspective of the Frankfurt School of Critical Theory the book reaches beyond simple business communication illustrating how the language of managerialism is colonising the non corporate lifeworld The book concludes by offering fresh ideas on how to move beyond the language of managerialism   The Ideology of Managerialism Thomas Klikauer,2025-05-28 The term managerialism is widely used not only in the world of business and government and this book details the theory behind the illusive idea It distinguishes between management and managerialism and highlights the two groups pushing managerialism namely corporate apparatchiks and the apostles of managerialism and outlines twelve key ideas shaping managerialism These twelve ideas range from profits to ideology from economic growth and markets to business ethics and corporate social responsibility from quantification to dehumanisation from exploitation to short termism environmentalism and homogenisation Ultimately this research volume illuminates the pathologies of managerialism and its impact on society

business government and the defining issue of our time global warming The objective of this book is to move simply beyond using the term managerialism by creating a better understanding of it This means exploring the theory behind managerialism as well as the ideologies that define it It will be of value to researchers academics practitioners and students looking to gain a deeper understanding of managerialism and how managerialism can be overcome with particular interest to those in the fields of critical management studies leadership corporate governance and organisational studies   *Making Managers in Canada, 1945-1995* Jason Russell,2018-06-14 Management education and training was a key influence on Canadian capital and labour in the post World War II decades however it has been the subject of comparatively little academic inquiry In many ways historians have frequently learned about management behavior in unionized workplaces by examining labor management relations The management experience has thus often been seen through the eyes of rank and file workers rather than from the perspective of managers themselves This book discusses how managers were trained and educated in Canada in the years following the Second World War Making Managers in Canada 1945 1995 seeks to shed light on the experience of workers who have not received much attention in business history managers This book approaches management training from both institutional and social history perspectives Drawing from community colleges universities and companies in British Columbia Ontario and Qu bec this book reveals the nature of management education and training in English and French Canada It integrates institutional analysis and examines how factors such as gender and social class shaped the development of Canadian management in the post war years and illustrates the various international influences on Canadian management education   **Leadership as Identity** J. Ford,N. Harding,M. Learmonth,2008-09-12 Management has failed its successor is leadership Can leadership fulfil the promises that are made in its name This book is written for those charged with being leaders and uses poststructuralist theory to provide a language for the confusions and uncertainties that leadership can often bring   Organizations and the Media Josef Pallas,Lars Strannegård,Stefan Jonsson,2014-07-17 The relationship between media and the organizations they cover has changed dramatically in the last few decades which have witnessed a huge expansion of news coverage focusing on different types of organizations and their activities In parallel organizations have dramatically increased their investment in public relations and other media oriented forms of communication Like other societal developments globalization marketization individualization scientification mediatization has become an institutional force This book analyses the mediatization of contemporary organizations and how individual organizations industry or markets are scrutinized It examines its key influence on the actions of organizations and how it shaptes the entire landscape in which the organizations operate What such a perspective provides is the accentuation of the interplay between organizations and different parts of the society as embedded in the media and its logic This will be essential reading for professionals academics and advanced students in organizational studies public relations and media studies   *Counter-Narratives and Organization* Sanne Frandsen,Timothy Kuhn,Marianne Wolff Lundholt,2016-07-15

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 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 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 **The Imagined Organization** Monika Kostera,2020-05-29 This book represents a narrative quest for a symbolic grounding to help leaders in times when stable social structures and institutions dissolve and disappear Monika Kostera approaches this sense making process through innovative research methods collecting stories from participants and exploring plots and outcomes of an imagined meeting between two symbolic worlds one of the internal and imaginative and the other of the external and corporate

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