

**THE
POST-
BUREAUCRATIC
ORGANIZATION**

**NEW
PERSPECTIVES
ON
ORGANIZATIONAL
CHANGE**



**CHARLES HECKSCHER
ANNE DONNELLON**
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Post Bureaucratic Organization New Perspectives On Organizational Change

Travica, Bob



Post Bureaucratic Organization New Perspectives On Organizational Change:

The Post-Bureaucratic Organization Charles C. Heckscher, Anne Donnellon, 1994-06-16 What is wrong with bureaucracy What does the post bureaucratic organization offer in the way of improvement These and other such questions are addressed in this volume which critically examines the implications of the transformation of organizations from bureaucratic to post bureaucratic Beginning with a definition of the ideal post bureaucratic organization the book then critiques some of the fundamental assumptions of bureaucratic organizations such as the ethic of individual merit decision making roles and coordinated effort It also analyzes the process of change from bureaucracy to post bureaucracy and three alternative approaches to bureaucracy The book concludes with case studies which illustrate both the s *Evolution of the Post-Bureaucratic Organization* Malizia, Pierfranco, Cannavale, Chiara, Maimone, Fabrizio, 2017-01-05 Continuous improvements in business operations have allowed companies more opportunities to grow and expand This not only leads to higher success in increasing day to day profits but it enhances overall organizational productivity *Evolution of the Post Bureaucratic Organization* is a pivotal source of research containing integrated and consistent theoretical frameworks on post bureaucratic organizations multidisciplinary perspectives and provides case studies related to the critical aspects of the emergence of post bureaucratic organizations Featuring extensive coverage across a range of relevant perspectives and topics such as business ethics organizational communication and cultural perspectives this book is ideally designed for scholars PhD and post graduate university students managers and practitioners *Advances in Library Administration and Organization* Edward D. Garten, Delmus E. Williams, James M. Nyce, Janine Golden, 2008-05-19 A collection of essays designed to challenge working administrators and researchers to look more closely at their operations and consider again how they develop people and the organizations in which they work **The Crime of Aggression** Noah Weisbord, 2025-06-17 A gripping behind the scenes account of the dramatic legal fight to hold leaders personally responsible for aggressive war On July 17 2018 starting an unjust war became a prosecutable international crime alongside genocide crimes against humanity and war crimes Instead of collective state responsibility our leaders are now personally subject to indictment for crimes of aggression from invasions and preemptions to drone strikes and cyberattacks *The Crime of Aggression* is Noah Weisbord s riveting insider s account of the high stakes legal fight to enact this historic legislation and hold politicians accountable for the wars they start Weisbord a key drafter of the law for the International Criminal Court takes readers behind the scenes of one of the most consequential legal dramas in modern international diplomacy Drawing on in depth interviews and his own invaluable insights he sheds critical light on the motivations of the prosecutors diplomats and military strategists who championed the fledgling prohibition on unjust war and those who tried to sink it He untangles the complex history behind the measure tracing how the crime of aggression was born at the Nuremberg trials only to fall dormant during the Cold War and he draws lessons from such pivotal events as the collapse of the League of Nations the rise of the United Nations

September 11 and the war on terror The power to try leaders for unjust war holds untold promise for the international order but also great risk In this incisive and vitally important book Weisbord explains how judges in such cases can balance the imperatives of justice and peace and how the fair prosecution of aggression can humanize modern statecraft *Managing Modernity* Stewart R. Clegg, Martin Harris, Harro Höpfl, 2011-01-27 Bureaucracy has long been a cornerstone of advanced industrial societies and a defining feature of modernity At the same time many commentators from all quarters argue that it is on the wane in this post this or that world or that if it isn't it should be dismantled to free up organizations enterprise and innovation But do we live in a more or less bureaucratic world Do contemporary forms and means of communication undermine or modify bureaucracy or does technology create new iron cages and forms of control If bureaucratic models of organization are abandoned do we run risks of organizational failure and inequity Are there certain moral professional and social values associated with bureaucratic models This book explores these issues in different organizational contexts public administration the National Health Service the modern firm and corporation and offers new insights into enduring questions It will be an invaluable resource for academics researchers and students in organization studies management public administration and sociology The volume will also appeal to managers planners and policy makers who deal with these challenges

Academic Library Metamorphosis and Regeneration Marcy Simons, 2017-11-08 Academic Library Metamorphosis and Regeneration continues the discussions around change and transformation that are taking place in the library profession today Academic libraries are undergoing change at a remarkable rate and have been through transitions that were unthinkable before disruptive technology changed everything For academic libraries changes in higher education scholarly communication and user expectations are driving a continuous need to adjust transform and re create ourselves This book explores the changes that led us to where we are today reviews academic libraries that have transformed and offers suggestions for those who are beginning a change process

Rethinking Power in Organizations, Institutions, and Markets Damon Golsorkhi, David Courpasson, Jeffrey Sallaz, 2012-03-29 Organizations are central actors of modern society No understanding of our world is complete without a theory of how they work Successful organizations must engage in power projects Such is the overarching argument of this volume a collection of papers by many of the world's leading social scientists and organizational scholars

Structural Differentiation in Social Media Sorin Adam Matei, Brian C. Britt, 2017-09-20 This book explores community dynamics within social media Using Wikipedia as an example the volume explores communities that rely upon commons based peer production Fundamental theoretical principles spanning such domains as organizational configurations leadership roles and social evolutionary theory are developed In the context of Wikipedia these theories explain how a functional elite of highly productive editors has emerged and why they are responsible for a majority of the content It explains how the elite shapes the project and how this group tends to become stable and increasingly influential over time Wikipedia has developed a new and resilient social hierarchy an adhocracy

which combines features of traditional and new online social organizations The book presents a set of practical approaches for using these theories in real world practice This work fundamentally changes the way we think about social media leadership and evolution emphasizing the crucial contributions of leadership of elite social roles and of group global structure to the overall success and stability of large social media projects Written in an accessible and direct style the book will be of interest to academics as well as professionals with an interest in social media and commons based peer production processes

Informing View of Organization: Strategic Perspective Travica, Bob, 2019-12-06 Businesses are incorporating automated processes and information technology as cost cutters or productivity boosters into their business strategy now more than ever However as information systems IS research is further focusing on IS strategy as well as advancing business strategy research there is a need to examine the increasing integration of technology and automation through a clear framework Informing View of Organization is such a framework Informing View of Organization Strategic Perspective features coverage on a wide range of topics such as group informatics infoprocesses and big data This book is ideally designed for academics students managers information technology professionals computer engineers programmers and researchers interested in organization technology interaction

Leading and Managing People in the Dynamic Organization Randal D. Day, 2014-04-04 The current business environment requires that individuals teams and organizations are equipped to cope with an unpredictable marketplace and increasing competition Organizations are forced to be kinetic organic and without boundaries if they are to remain successful Given these environmental and marketplace demands scholars must rethink the applicability of existing organizational theories and frameworks In March 2001 a conference was held with the aim of developing and articulating this new model of organizations Scholars contributed their expertise in areas such as leadership human resource management negotiation and conflict teams entrepreneurship organizational change power and influence and diversity The contributors focused on their own area of expertise and considered how existing theories must be altered to fit a more agile organizational form Theoretical and empirical questions were raised testable hypotheses were developed and emerging themes were uncovered The end result of the conference is this volume It brings together the reflections of a diverse collection of organizational theorists and researchers on the implications of this new business model within their own areas of expertise The book's goal is to inspire organizational scholars to develop a new theory and produce sound managerial advice for how to build and maintain a successful organization in a dynamic workplace The chapters include a review of research literature with the highlights and citations that everybody working in a field must know followed by how the research agenda is affected by the increasingly dynamic marketplace

Sociology Today Arnaud Sales, 2012-08-16 We are living in a turbulent world marked by fast continuous social changes that affect the lives of individuals families communities organizations businesses nation states and international networks This fundamentally commits contemporary sociology to being a science of change This collection

effectively mirrors this diversity and variety of transformations underway in today's societies and transnational spaces. Written by a group of internationally renowned sociologists it offers a cutting edge understanding of what is happening in our life worlds work lives and frames of social existence. Bringing up issues such as political turbulence cultural and artistic dynamics family changes gender roles migration flows and social movements it is a timely contribution that discusses transformation and globalization and their consequences in both theoretical and substantive terms. Illuminating and comprehensive this book will be of immense use for sociology students on all levels as well as lecturers researchers and others who are interested in social life and the consequences of human action. Arnaud Sales is Emeritus Professor of Sociology at the University of Montreal Canada.

Reframing Decision Making in Education Perry R. Rettig, 2016-07-18 American schools should be laboratories for modeling democratic concepts. However our school systems are the antithesis of democratically run organizations. Teaching professionals students and parents have very little power or genuine influence in decision making. *Reframing Decision Making in Education* begins by describing the current status of American schools and concludes with a description of the organizational structure leadership and decision making practices necessary to make our schools operate in a manner congruent with those democratic principles we espouse as a country. This book describes a democratic structure and a decision making matrix to help reform leaders begin such an endeavor. Woven through each chapter is a fictional story of Principal Samantha Levy. We see Ms Levy's struggles as she begins the process of making change in her high school and its impact on those around her.

Managing Corporate Lifecycles Ichak Adizes, 2004

Followership Laurent M. Lapierre, Melissa K. Carsten, 2014-04-17 What is followership and why do people follow? This book which offers a collection of chapters written by thought leaders on the topic of followership provides answers to these fundamental questions and elucidates how they can inform management theory practice and education.

Creating Sustainable Work Systems Peter Docherty, Mari Kira, Abraham B. Shani, 2008 Since the first edition of this book was published the subject of sustainability has risen to the forefront of thinking in almost every subject within business and management. Tackling the latest developments and integrating practical perspectives with rigorous research this new edition sheds light on a vital aspect of working life. Current trends reveal that increasing intensity at work has major consequences at individual organizational and societal levels. Sustainability in work systems thus requires a multi stakeholder approach emphasising a value based choice.

Reader's Guide to the Social Sciences Jonathan Michie, 2014-02-03 This 2 volume work includes approximately 1 200 entries in A-Z order critically reviewing the literature on specific topics from abortion to world systems theory. In addition nine major entries cover each of the major disciplines political economy management and business human geography politics sociology law psychology organizational behavior and the history and development of the social sciences in a broader sense.

Handbook of Research on Managing Managers Adrian Wilkinson, Keith Townsend, Gabriele Suder, 2015-12-18 In recent years there has been considerable debate on the future of management but

less attention on the changing role of managers in the workplace This book considers the ways in which managers themselves are being managed In so doing the contributors reflect upon the research conducted to date and the potential research pathways With contributions from experts in the field the book explores the ways organisations manage their managers and how this continues to evolve globally Themes discussed include talent management evidence based management the nature of managerial work management learning and education and development as well as women in management and cross cultural issues Academics researchers analysts and students will find this an important Handbook to aid in their understanding of the contemporary world of managers **The Oxford Handbook of Management** Adrian Wilkinson, Steven J Armstrong, Michael Lounsbury, 2017-03-01 Management the pursuit of objectives through the organization and co ordination of people has been and is a core feature and function of modern society Some classic forms of corporate and bureaucratic management may be seen as the prevalent form of organization and organizing in the 20th century but in the post Fordist global knowledge driven contemporary world we are seeing different patterns principles and styles of management as old models are questioned The functions ideologies practices and theories of management have changed over time as recorded by many scholars and may vary according to different models of organization and between different cultures and societies Whilst the administrative corporate or factory manager may be a figure on the wane management as an ethos organizing principle culture and field of academic teaching and research has increased dramatically in the last half century and spread throughout the world The purpose of this Handbook is to analyse and explore the evolution of management the core functions and how they may have changed its position in the culture zeitgeist of modern society the institutions and ideologies that support it and likely challenges and changes in the future This book looks at what management is and how this may change over time It provides an overview of management its history development context changing function in organization and society key elements and functions and contemporary and future challenges

Organization and Decision Niklas Luhmann, 2018-11-08 Translated into English for the first time Luhmann s modern classic Organization and Decision explores how organizations work how they should be designed steered and controlled and how they order and structure society Luhmann argues that organization is order yet indeterminate In this book he shows how this paradox enables organizations to embed themselves within society without losing autonomy In developing his autopoietic perspective on organizations Luhmann applies his general theory of social systems by conceptualizing organizations as selfreproducing systems of decision communications His innovative and interdisciplinary approach to the material spanning organization studies management and sociology is integral to any study of organizations This new translation edited by one of the world s leading experts on Luhmann enables researchers and graduate students across the English speaking world to access Luhmann s ideas more readily ECKM 2020 21st European Conference on Knowledge Management Professor Alexeis Garcia-Perez, 2020-12-02

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