

RETHINKING  
THE THEORY OF  
ORGANIZATIONAL  
COMMUNICATION:

HOW TO READ AN  
ORGANIZATION

JAMES R. TAYLOR

# Rethinking The Theory Of Organizational Communication How To Read An Organization

**Salem, Philip J., Timmerman, Erik**



## **Rethinking The Theory Of Organizational Communication How To Read An Organization:**

*Rethinking the Theory of Organizational Communication* James R. Taylor, 1993 The first part of this text concentrates on the office automation phenomena covering such topics as the conventional theories of communication process The second part is concerned with the theory of organizational communication and its implications *The New Handbook of Organizational Communication* Fredric M. Jablin, Linda L. Putnam, 2001 Praise for the First Edition I recommend this book to anyone who is seriously interested in organizational communication It is a unique and outstanding work Researchers in the area will find this work extremely pertinent to their activities Journal of Applied Systems Analysis The Handbook of Organizational Communication like the original is a landmark in the field of organizational communication The handbook provides a more up to date analysis of the latest advances in this exciting field It assists in establishing a clear identity of this discipline that has grown tremendously over the latter part of the century The contributors pioneers in the field provide a more multidisciplinary perspective drawing equally from the fields of organizational behaviour management studies and communication An essential resource for researchers teachers professionals and advanced students in organizational communication management organizational behaviour and organizational studies this handbook provides An historical overview of organizational communication as a discipline More than half the chapters explore topics not included in the original handbook Part 1 examines methodological issues as well as theoretical ones including quantitative and qualitative research methods and language discourse analysis Each chapter not only reviews and updates research in its respective area but also included discussions of research and theory from around the world *The SAGE Handbook of Organizational Discourse* David Grant, 2004-08-24 Providing an overview of domains such as study methodologies and perspectives used in research this text shows how discourse analysis has moved beyond its roots in literary theory to become an important approach in the study of organizations **Building Theories of Organization** Linda L. Putnam, Anne M. Nicotera, 2009-01-13 This volume explores the concept of communication as it applies to organizational theory Bringing together multiple voices it focuses on communication's role in the constitution of organization Editors Linda L Putnam and Anne Maydan Nicotera have assembled an all star cast of contributors each providing a distinctive voice and perspective The contents of this volume compare and contrast approaches to the notion that communication constitutes organization Chapters also examine the ways that those processes produce patterns that endure over time and that constitute the organization as a whole This collection bridges different disciplines and serves a vital role in developing dimensions characteristics and relationships among concepts that address how communication constitutes organization It will appeal to scholars and researchers working in organizational communication organizational studies management sociology social collectives and organizational psychology and behavior *Organizational Communication in an Age of Globalization* George Cheney, Lars Thøger Christensen, Theodore E. Zorn, Jr., Shiv Ganesh, 2010-06-02 The thought provoking timely second edition

continues to offer a comprehensive global perspective on organizational communication. The authors' multinational experience, consulting and teaching expertise, enthusiasm for their subject, and engaging style of writing create an inviting foundation for the exploration of this multifaceted topic. Each chapter demonstrates the practicality of theory and how practice contributes to the development of theory while challenging readers to build on established knowledge to develop new approaches to the pressing problems in complex multicultural organizations. The text is organized topically around the most important issues in organizational communication. Five themes recur throughout the chapters: the interdependence of internal and external forms of organizational communication; the disciplinarity and multidisciplinary nature of organizational communication; global and multicultural perspectives of organizational communication; the unity of theory and practice; and critical thinking in the analysis of organizational messages and discourses. Discussions highlight language and symbolism. The authors weave analysis of the multiple levels of messages throughout the chapters, stimulate critical thinking about contemporary work and organizational life, approach the familiar as unfamiliar, ask probing questions about commonly accepted practices, and offer more imaginative ways of working together. Readers gain an appreciation for the social, political, economic, technological, and ideological contexts in organizations and the place of organizations within the broader culture. The authors lead by example in encouraging readers to think about and experience organizational communication in entirely new ways.

**Organizational Discourse** Francois Cooren, 2015-01-06 How can we study organizations from a discursive perspective? What are the characteristics, strengths, and weaknesses of each perspective on organizational discourse? To what extent do discourse and communication constitute the organizational world? This accessible book addresses these questions by showing how classical organizational themes, objects, and questions can be illuminated from various discursive perspectives. Six approaches are presented and explained: semiotics, rhetoric, speech act theory, conversation analysis, ethnomethodology, narrative analysis, and critical discourse analysis. These six perspectives are then mobilized throughout the book to study coordination and organizing, organizational culture and identity, as well as negotiation, decision making, and conflicts in the context of meetings. The unifying thread of this volume is the communicative constitutive approach to organizations, as implicitly or explicitly advocated by the great majority of organizational discourse analysts and theorists today. Throughout *Organizational Discourse*, this theme will help readers distinguish between discursive perspectives and other approaches to organizational life and to understand how discourse matters in organizations.

**Dialogue** Rob Anderson, Leslie A. Baxter, Kenneth N. Cissna, 2004 Readers of *Dialogue* will be able to frame different influential conceptions of dialogue, establish the concepts' history in communication studies, and trace both common and unique threads that connect different theorists. This volume is recommended for graduate and advanced undergraduate courses in Communication Theory, Interpersonal Communication, and Organizational Communication.

**Business Communication** Peter Hartley, Clive Bruckmann, 2008-01-28 This is a wide-ranging, up-to-date introduction to modern business

communication which integrates communication theory and practice and challenges many orthodox views of the communication process As well as developing their own practical skills readers will be able to understand and apply principles of modern business communication Among the subjects covered are interpersonal communication including the use and analysis of nonverbal communication group communication including practical techniques to support discussion and meetings written presentation including the full range of paper and electronic documents oral presentation including the use of electronic media corporate communication including strategies and media The book also offers guidelines on how communication must respond to important organizational issues including the impact of information technology changes in organizational structures and cultures and the diverse multicultural composition of modern organizations This is an ideal text for undergraduates and postgraduates studying business communication and through its direct style and practical relevance it will also satisfy professional readers wishing to develop their understanding and skills

**The SAGE Handbook of Process Organization Studies** Ann Langley,Haridimos Tsoukas,2016-12-14 The SAGE Handbook of Process Organization Studies provides a comprehensive and timely overview of the field This volume offers a compendium of perspectives on process thinking process organizational theory process research methodology and empirical applications The emphasis is on a combination of pedagogical contributions and in depth reviews of current thinking and research in each of the selected areas combined with the development of agendas for future research The Handbook is divided into five sections Part One Process Philosophy Part Two Process Theory Part Three Process Methodology Part Four Process Applications Part Five Process Perspectives

**Communication Yearbook 24** William Gudykunst,2012-03-22 The Communication Yearbook annuals publish diverse state of the discipline literature reviews that advance knowledge and understanding of communication systems processes and impacts across the discipline Sponsored by the International Communication Association each volume provides a forum for the exchange of interdisciplinary and internationally diverse scholarship relating to communication in its many forms This volume re issues the yearbook from 2001

**Managing Organizations** Stewart R Clegg,Cynthia Hardy,Walter R Nord,1999-06-22 In Managing Organizations Stewart Clegg Cynthia Hardy and Walter Nord explore the major issues and debates in management and organization The textbook addresses key topics such as leadership decision making and innovation in organizations alongside such themes as diversity globalization and ecology Students and teachers of management will find this a comprehensive and wide ranging resource on the core issues for contemporary managers and organizations

**Communication as Organizing** Francois Cooren,James R. Taylor,Elizabeth J. Van Every,2013-09-13 Communication as Organizing unites multiple reflections on the role of language under a single rubric the organizing role of communication Stemming from Jim Taylor s earlier work The Emergent Organization Communication as Its Site and Surface LEA 2000 the volume editors present a communicational answer to the question what is an organization through contributions from an international set of scholars and researchers The chapter authors

synthesize various lines of research on constituting organizations through communication describing their explorations of the relation between language human practice and the constitution of organizational forms Each chapter develops a dimension of the central theme showing how such concepts as agency identity sensemaking narrative and account may be put to work in discursive analysis to develop effective research into organizing processes The contributions employ concrete examples to show how the theoretical concepts can be employed to develop effective research This distinctive volume encourages readers to discover and develop a truly communicational means of addressing the question of organization addressing how organization itself emerges in the course of communicational transactions In presenting a single and entirely communicational perspective for exploring organizational phenomena grounded in the discourse of communicational transactions and the establishment of relationships through language it is required reading for scholars researchers and graduate students working in organizational communication management social psychology pragmatics of language and organizational studies

**The Routledge Handbook of the Communicative Constitution of Organization** Joëlle Basque,Nicolas Bencherki,Timothy Kuhn,2022-04-24 This Handbook offers state of the art scholarship on the perspective known as the Communicative Constitution of Organization CCO Offering a unique outlook on how communication accounts for the emergence change and continuity of organizations and organizing practices this Handbook systematically exposes the theoretical and methodological underpinnings of CCO displays its empirical diversity and articulates its future trajectory Placing communication firmly at the centre of the organizational equation an international team of expert authors covers The key theoretical inspirations and the main themes of the field The debates that animate the CCO community CCO s methodological approaches How CCO handles classic management themes Practical applications Offering a central statement of CCO s contributions to the fields of organization studies communication and management this Handbook will be of interest to organization studies and communication scholars faculty and graduate and advanced undergraduate students as well as anyone associated with CCO theorizing seeking a comprehensive overview of the theoretical methodological and practical tenets of this growing area Chapter 5 of this book is freely available as a downloadable Open Access PDF under a Creative Commons Attribution Non Commercial No Derivatives 4.0 license [https://www.taylorfrancis.com/chapters/oa-edit/10.4324/9781003224914\\_7/communicative-constitution-world-a-luhmannian-view-communication-organizations-society-michael-grothe-hammer-context-ubx-refId/6fe411e1-fbed-41c9-8d95-03ca74450c1d](https://www.taylorfrancis.com/chapters/oa-edit/10.4324/9781003224914_7/communicative-constitution-world-a-luhmannian-view-communication-organizations-society-michael-grothe-hammer-context-ubx-refId/6fe411e1-fbed-41c9-8d95-03ca74450c1d)

*Advances in Information Systems Development*: Anders G. Nilsson,Remigijus Gustas,Gregory Wojtkowski,Wita Wojtkowski,Stanislaw Wrycza,Joze Zupancic,2010-07-15 *Advances in Information Systems Development* Bridging the Gap between Academia and Industry Volumes 1 and 2 are the collected proceedings of the Fourteenth International Conference on Information Systems Development Methods and Tools Theory and Practice ISD 2005 Conference These latest volumes on Information Systems Development examine the exchange of ideas between academia and industry and aims to explore new solutions The field of

Information Systems Development ISD progresses rapidly continually creating new challenges for the professionals involved New concepts approaches and techniques of systems development emerge constantly in this field The seven conference tracks highlighted at the Fourteenth International Conference on Information Systems Development ISD 2005 Conference Co design of Business and IT Communication and Methods Human Values of Information Technology Service Development and IT Requirements Engineering in the IS Life Cycle Semantic Web Approaches and Applications Management and IT

Encyclopedia of Communication Theory Stephen W. Littlejohn, Karen A. Foss, 2009-08-18 With more than 300 entries these two volumes provide a one stop source for a comprehensive overview of communication theory offering current descriptions of theories as well as the background issues and concepts that comprise these theories This is the first resource to summarize in one place the diversity of theory in the communication field Key Themes Applications and Contexts Critical Orientations Cultural Orientations Cybernetic and Systems Orientations Feminist Orientations Group and Organizational Concepts Information Media and Communication Technology International and Global Concepts Interpersonal Concepts Non Western Orientations Paradigms Traditions and Schools Philosophical Orientations Psycho Cognitive Orientations Rhetorical Orientations Semiotic Linguistic and Discursive Orientations Social Interactional Orientations Theory Metatheory Methodology and Inquiry      **Public Relations Research** Ansgar Zerfaß, A. A. van Ruler, Krishnamurthy Sriramesh, 2008-05-08 Introduction Sriramesh Van Ruler Zerfaß Krishnamurthy Sriramesh Betteke van Ruler Ansgar Zerfaß One could make a reasonable argument that public relations is an ancient practice going back millennia although it has been popularly perceived as a 20th century phenomenon Scholarship in public relations however is more recent in origin with a history of less than four decades During these formative years the body of knowledge has expanded significantly which is laudable However there is potential for growth and improvement in many areas of the public relations literature Over the decades among other things public relations scholarship has largely remained parochial to specific regions such as the United States the United Kingdom Latin America German speaking Europe etc as evidenced in the bibliographic references of many essays in this volume itself where authors predominantly cite work from their own regions This is often necessitated by linguistic differences with only English serving as the universal language that helps permeate knowledge through most regions Pedagogical and methodological factors also have played a role in the regionalization of the body of knowledge However we believe that knowledge flows most when it is shared across different kinds of barriers Globalization has made it essential for us to recognize this reality more than ever This volume tries to bridge the gap and presents theories and concepts from researchers around the world      *The Organizing Property of Communication* François Cooren, 2000-03-15 What is an organization What are the building blocks that ultimately constitute this social form so pervasive in our daily life Like Augustine facing the problem of time we all know what an organization is but we seem unable to explain it This book brings an original answer by mobilizing concepts traditionally reserved to linguistics analytical philosophy and semiotics

Based on Algirdas Julien Greimas semio narrative model of action and Jacques Derrida's concept of critique a reconceptualization of speech act theory is proposed in which communication is treated as an act of delegation where human and nonhuman agents are mobilized texts machines employees architectural elements managers etc Perfectly congruent with the last development of the sociology of translation developed by Michel Callon and Bruno Latour this perspective illustrates the organizing property of communication through a process called interactoriality Jacques Lacan used to say that the unconscious is structured like a language This book shows that a social organization is structured like a narrative

*Transformative Practice and Research in Organizational Communication* Salem, Philip J., Timmerman, Erik, 2017-07-12 Communication creates organizations and the ways individuals communicate determines the functions and processes of organizations Understanding communication challenges is necessary in order to understand organizational successes and organizational change *Transformative Practice and Research in Organizational Communication* is an essential reference publication featuring the latest scholarly research on the practice of organizational communication The chapters cover a range of topics such as business expertise social media and capitalism This book is ideally designed for academicians students professionals and managers seeking current research on organizational communication practices [Handbook of Management Communication](#) François Cooren, Peter Stücheli-Herlach, 2021-08-23 Management communication encompasses a wide range of practices that define modern organizations Those practices are in many respects constituted formed and contextualized by the use of language This handbook traces the theoretical modelling of these practices by contemporary research It explores their linguistic features and performance in specific situations of value creation and in various modes It is a companion for students and scholars of applied linguistics and organizational communication as well as management and strategy research **Communicating Catholicism** Craig T. Maier, 2016-09-12 Fr Thomas Reese has observed that American Catholic dioceses are simultaneously mysterious and essential to the institutional health and vitality of American Catholicism In recent years as American Catholicism increasingly finds itself embroiled in scandal and conflict this mysteriousness has given way to feelings of suspicion frustration and even contempt How can American dioceses navigate this complex and often hostile social cultural and political environment Several decades ago J Michael Sproule invited rhetorical and communication scholars to focus on institutions to increase our understanding of the profound role complex organizations play in contemporary life assess the purpose and significance of communication in pursuit of their missions and give a human face to the otherwise institutional voice of corporate suasion Following Sproule this book defines a new field called diocesan institutional rhetoric that strives to transform dioceses from structures characterized by closure and adversity into sites of hope full response able Spirit led opportunity Today rhetorical and communication issues emerge everywhere in American Catholicism Drawing together relevant literature in Catholic theology philosophy of communication and corporate communication scholarship as well as over twelve years experience working as a communication professional



in a diocesan chancery this book helps diocesan leaders scholars and observers to think differently and more fruitfully about the future of American Catholic ecclesial leadership

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