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The Multinational Firm: Organizing Across Institutional and National Divides

GLENN MORGAN

1.1. Introduction

This book develops a distinctive approach to understanding the internationalization of firms and markets in the global economy. In contrast to economic and managerialist perspectives that treat them as cohesive, goal-directed rational actors, the contributors to this volume draw on traditions of comparative organizational analysis to understand multinationals as organizations with complex internal processes of contradiction and conflict that are distinctive from those present in non-international firms. In different ways, the contributors share the following presumptions. First, multinational firms are social constructions; in particular, they are built out of specific national institutional contexts that shape how they internationalize. All the authors have been active in the debate about 'national business systems' and 'divergent capitalisms' (see, e.g., previous edited collections Quack, Morgan, and Whitley 2000; Whitley 1992; Whitley and Kristensen 1996; Whitley and Kristensen 1997). They share an interest in understanding how national institutional contexts shape the strategies and structures of firms. In this book, they take that interest a stage further by asking what happens when a firm organizes across institutional and national divides. The working assumption is that the result will not be convergence towards a single model of the 'global firm', as predicted by some commentators (e.g. Ohmae 1990), but rather continued diversity and divergence between firms from different institutional contexts. However, the authors recognize that internationalizing the firm involves more than the simple reproduction of existing structures and practices. Organizing across

Multinational Firm Organizing Across Institutional And National Divides

Neil J. Smelser, Richard Swedberg



Multinational Firm Organizing Across Institutional And National Divides:

The Multinational Firm Glenn Morgan,Peer Hull Kristensen,Richard Whitley,2001 In contrast to the traditional view of multinational firms as cohesive rational actors maximizing the use of resources across national boundaries the contributors to this volume argue that they are complex social arenas where competing groups draw on resources from their own socially embedded locations in developing new transnational social relationships As firms seek to manage across national and institutional boundaries they stretch their existing capacities and routines and develop new sets of transnational social relationships through different groups competing and cooperating These processes occur at a number of levels which are explored in different empirical settings Firstly at the level of governance multinational firms may develop conflicts between investors from different national contexts e g between the arms length orientation of Anglo Saxon institutional investors and the more committed orientation of investors in certain European and Asian contexts The tension between opening the firm up for foreign investors in order to have access to more and cheaper capital and the consequent effects on management strategy is explored in a number of chapters Secondly at the level of coordinating activities across different sites multinationals may encourage competition between plants in different countries as well as seeking to transfer best practices The result may be pressure on managers and employees in certain plants to give up traditional practices and employment rights Thirdly multinational firms operate in environments where other forms of coordinating international business activity may also occur e g cartels or the creation of international regulatory activity They therefore compete for the regulatory space in complex political environments that will enable them to prosper The Multinational Firm ,2003 Internationally distinguished scholars show that multinational firms and the international systems seeking to regulate them are political and precarious This book reveals the complexity of managing multinationals and pulls the veil back from the myth **Institutional Impacts on Firm Internationalization** S. Marinova,2014-12-19 Institutional Impacts on Firm Internationalization addresses various aspects of the investigated phenomenon providing an insight in the role of the varieties of capitalism on the globalization of business activities worldwide **Multinational Corporations and Organization Theory** Christoph Dörrenbächer,Mike Geppert,2017-02-24 This volume covers a range of on going and newly emerging debates in the study of multinational companies MNCs A key aim is to consolidate and make available in one place new conceptual methodological and critical MNC research Politics and Power in the Multinational Corporation Christoph Dörrenbächer,Mike Geppert,2011-04-14 This book was first published in 2011 The current financial and economic crisis has negatively underlined the vital role of multinational companies MNCs in our daily lives The breakdown and crisis of flagship MNCs such as Enron WorldCom Lehman Brothers Toyota and General Motors does not merely reveal the problems of corporate malfeasance and market dysfunction It also raises important questions both for the public and the academic community about the use and misuse of power by MNCs in the wider society as well as the exercise of power by key actors within

internationally operating firms This book examines how issues of power and politics affect MNCs at three different levels the macro level the meso level and the micro level This wide ranging analysis shows not only that power matters but also how and why it matters pointing to the political interactions of key power holders and actors within the MNC both managers and employees

The Oxford Handbook of Work and Organization Stephen Ackroyd,2006 Aims to bring together present and discuss what is known about work and organizations and their connection to broader economic change in Europe and America This volume contains a range of theoretically informed essays which give comprehensive coverage of changes in work occupations and organizations

Sustainable Development in Organizations Mattias Elg,Per-Erik Ellström,Magnus Klofsten ,Malin Tillmar,2015-11-27 An increasingly competitive environment can lead to considerable problems for many organizations as they struggle to adapt to change As a result they fail to create the conditions that can lead to sustainable development over the long term thus affecting the capabilities of employees This book provides a fresh perspective on sustainable change and development in organizations as well as a critical perspective on lean implementation work environment and sustainability The expert contributors address the development in and of organizations as well as the development process between organizations such as in networks or clusters They discuss topics such as the role of customers in the development of public organizations developing knowledgeable practice at work exploring evidence based practice and the challenge of regional gender contracts Undergraduates and postgraduates in different management fields including organizational theory innovation human resources quality development and entrepreneurship will find this book to be of interest The empirical results and interdisciplinary approach will appeal to practitioners and policy makers at national as well as international levels

Network Embeddedness Milena Ratajczak-Mrozek,2017-08-04 This book systematizes the concepts of business relationships and network embeddedness taking a new approach to internationalization relevant for the global economy It reflects the growing importance of network internationalization theory and explores the impact of embeddedness in domestic and foreign relationships on a company s performance The author questions the validity of the distinction between domestic and foreign activity of companies and demonstrates that in the B2B market there are actually no exclusively domestic companies which are not directly or indirectly connected with foreign entities Chapters cover both small to medium sized enterprises and large multinational corporations presenting a qualitative analysis of over 400 companies including case studies from the IT and furniture industries This informative study will provide useful insight for academics and students of business and management international business and organization studies

Knowledge, Networks and Power U. Holm,M. Forsgren,J. Johanson,2015-05-12 This book presents more than four decades of research in international business at the Department of Business Studies Uppsala University Gradually this research has been recognized as The Uppsala School The work in Uppsala over the years reflects a broad palette of issues and approaches

Managing Culture and Interspace in Cross-border Investments Martina Fuchs,Sebastian Henn,Martin Franz,Ram Mudambi,2017-06-27

This book focuses on the dialectics between spatio organisational gaps and local contexts that characterise cross border investments Interspatial investments be it mergers acquisitions M A or greenfield investments are usually characterised by what is referred to as otherness i e organisational and cultural distances of the firms involved in relation to their regional contexts At the same time economic political and socio cultural linkages are decisive for attracting cross border investments to regions and for providing firms with conditions supportive of their market success As a consequence of being locked into complex structures of proximities cross border investments are situated in contested terrain This terrain triggers learning processes in both regional actors and investors which can result in the convergence of mindsets and organisational issues This book is unique in that it combines interspace defined as the distance between the new owner and the cross border venture place the target region interpretation perception and understanding of the investment by the actors involved and context institutions actor networks and interaction thus offering better understanding of recent processes of globalisation Crossing disciplinary boundaries by integrating economic geography and management studies the volume adopts an innovative and spatially informed perspective on foreign direct investments FDI This perspective will be of great value to scholars students and practitioners The volume is inventive in its approach in that it offers fresh readings from interdisciplinary theoretical approaches and combines these with valuable empirical insights from developed as well as Emerging Economies

Micropolitics in the Multinational Corporation Florian A. A. Becker-Ritterspach, Susanne Blazjewski, Christoph Dörrenbächer, Mike Geppert, 2016-05-26 Over the past decade politics perspectives in international business have moved into the mainstream repertoire of research theory development and teaching about the organisational behaviour of multinational corporations MNCs Politics perspectives contribute substantially to understanding the behaviour in and of MNCs in their different contexts and environments but so far these burgeoning perspectives have not been systematically and comprehensively reviewed This book offers the first detailed overview of the theoretical foundations methodologies and empirical applications of politics perspectives in MNCs A group of international authors discuss twelve seminal contributions to the study of politics power and conflict in MNCs followed by a summary and synthesis of the literature into a comprehensive analytical framework The book closes with a discussion of future directions in the field This is a thorough introduction to political behaviour in MNCs written for scholars and graduate students in the fields of organisation studies and international business

New Perspectives in International Business Research Maryann P. Feldman, Grazia D. Santangelo, 2008-10-01 Proposes fresh perspectives in IB research by addressing a number of critical issues which criss cross the fields of International Business and International Management This work focuses on management of cultural distance across countries It also focuses on the genesis and development of international entrepreneurs

The Oxford Handbook of International Business Alan M. Rugman, 2010-08-26 As globalization explodes so has international business scholarship This second edition of the Oxford Handbook of International Business

synthesises all the relevant literature of the last 40 years in 28 original chapters by the world's most distinguished scholars. Reflecting the changes and development in the field since the first edition, this new edition has a changed structure: all the chapters have been updated to take account of the latest scholarship and five new chapters freshly written. The Handbook is divided into six major sections providing comprehensive coverage of the following areas: History and Theory of the Multinational Enterprise; The Political and Regulatory Environment; Strategy and International Management; Managing the MNE Area Studies; Methodological Issues. These state-of-the-art literature reviews will be invaluable references for students in business schools, social sciences, law, and area studies.

Doomed to Internationalization and Modernization of Corporate Culture Ghenadie Anghel, 2012-01-03. What kind of corporate and intercultural problems do German companies encounter on the path towards globally operating enterprises? To what extent should they hold on to adjust or abandon their long-established values and practices in a new business environment? What must they particularly expect while expanding into the Russian market? Ghenadie Anghel delivers answers to these questions on the basis of revealing interviews with general directors and senior executives of 27 Russian subsidiaries of large DAX-listed companies as well as medium-sized hidden champions.

Remaking Management Chris Smith, Brendan McSweeney, Robert Fitzgerald, 2008-05-08. Debates about the consequences for work practices posed by the rapidly growing transnationalisation of business have become increasingly central to management studies, sociology, political science, geography, and other disciplines. *Remaking Management* brings together a range of international contributors from different sub-disciplines in management to examine current theories of change or continuity of work practices in the context of fashionable claims about unstoppable globalisation or unmoveable national business systems. It provides theoretical and empirical challenges to both of these explanations. Rejecting an overemphasis on inevitable convergence or enduring divergence, the book reveals a mix of international, national, and organisational level influences on workplace practice. This is a rich and wide-ranging resource for graduate students and academics concerned with how organisations are responding to an increasingly complex commercial environment.

Cities, Networks, and Global Environmental Governance Sofie Bouteligier, 2013. As a result of global dynamics, the increasing interconnection of people and places, innovations in global environmental governance have altered the role of cities in shaping the future of the planet. This book is a timely study of the importance of these social transformations in our increasingly global and increasingly urban world. Through analysis of transnational municipal networks such as Metropolis and the C40 Cities Climate Leadership Group, Sofie Bouteligier's innovative study examines theories of the network society and global cities from a global ecology perspective. Through direct observation and interviews and using two types of city networks that have been treated separately in the literature, she discovers the structure and logic pertaining to office networks of environmental non-governmental organizations and environmental consultancy firms. In doing so, she incisively demonstrates the ways in which cities fulfill the role of strategic sites of global environmental governance, concentrating

knowledge infrastructure and institutions vital to the function of transnational actors Expatriate Managers Anna Spiegel, Ursula Mense-Petermann, Bastian Bredenkötter, 2017-10-18 Since the 1990s economic and cultural globalization has propelled the transnational mobility of managers and fueled cross border careers Some scholars have argued for the emergence of a new global business elite with cosmopolitan mind sets and homogeneous lifestyles while others have highlighted their disconnection from the local surroundings and their everyday life within national expatriate bubbles Thus the question of whether today's mobile professionals can be described as interculturally open and competent cosmopolitans or as pronounced anti cosmopolitans is still unanswered *Expatriate Managers and the Paradoxes of Working and Living Abroad* considers a core protagonist of economic globalization and the management of MNCs through the lens of a practice based theoretical approach whilst seeking to address this question by building on intensive ethnographic case studies of expatriate managers most of them high ranking executives from two comparative different home countries the US and Germany These managers together with their families have been assigned to China Germany or the US to perform demanding coordination tasks within their multinational corporations MNCs Based on detailed accounts of expatriate managers experiences and everyday practices the book reveals the multiple and sometimes paradoxical ways in which they deal with cultural differences as they build up new forms of working belonging and dwelling The findings suggest that the newly emerging mind sets and lifestyles of expatriate managers transcend the polarized images of mobile elites as either cosmopolitan global managers or parochial anti cosmopolitans *Expatriate Managers and the Paradoxes of Working and Living Abroad* examines the global elite from an everyday perspective showing that understanding the dynamics of a global economy requires probing into the lifeworld's agency and everyday arrangements of the social actors who are putting globalization into practice *The Handbook of Economic Sociology* Neil J. Smelser, Richard Swedberg, 2010-07-28 The *Handbook of Economic Sociology* Second Edition is the most comprehensive and up to date treatment of economic sociology available The first edition copublished in 1994 by Princeton University Press and the Russell Sage Foundation as a synthesis of the burgeoning field of economic sociology soon established itself as the definitive presentation of the field and has been widely read reviewed and adopted Since then the field of economic sociology has continued to grow by leaps and bounds and to move into new theoretical and empirical territory The second edition while being as all embracing in its coverage as the first edition represents a wholesale revamping Neil Smelser and Richard Swedberg have kept the main overall framework intact but nearly two thirds of the chapters are new or have new authors As in the first edition they bring together leading sociologists as well as representatives of other social sciences But the thirty chapters of this volume incorporate many substantial thematic changes and new lines of research for example more focus on international and global concerns chapters on institutional analysis the transition from socialist economies organization and networks and the economic sociology of the ancient world The *Handbook of Economic Sociology* Second Edition is the definitive resource on what

continues to be one of the leading edges of sociology and one of its most important interdisciplinary adventures It is a must read for all faculty graduate students and undergraduates doing work in the field A thoroughly revised and updated version of the most comprehensive treatment of economic sociology available Almost two thirds of the chapters are new or have new authors Authors include leading sociologists as well as representatives of other social sciences Substantial thematic changes and new lines of research including more focus on international and global concerns institutional analysis the transition from socialist economies and organization and networks The definitive resource on what continues to be one of the leading edges of sociology and one of its most important interdisciplinary adventures A must read for faculty graduate students and undergraduates doing work in the field *Handbook of International Human Resource Management* Paul

Sparrow, 2010-12-03 From the mid 1980s to the turn of the 1990s the international HR field was considered to be in its infancy There continues to be both an evolution of territory covered by the field as a series of successively evolving cultural geographical and institutional challenges faced by the multinational corporation MNC as well as more critical questioning whether this has created an expanded or a fragmented field This book brings together the latest research on important issues driven concerns that the field of IHRM now has to face absorb interpret then reanalyse through international lenses This volume gives attention to those aspects of MNC behaviour choices about location how they organize local subsidiaries choices made about technology capital and labour and choices made about investments and strategies that are subject to institutional influences It also gives voice to a number of contemporary issues reverse knowledge flows skill supply strategies employer branding enablement outsourcing global networks that now need to be accommodated within the field Broadens the IHRM field to cover comparative and institutional perspectives Provides a multi level analysis of globalization phenomena at the individual organization and macro level Focuses on the current problems and issues driving the attention of IHRM Directors

Global Value Chains and Development Gary Gereffi, 2018 Studies conceptual foundations of GVC analysis twin pillars of governance and upgrading and detailed cases of emerging economies

Unveiling the Energy of Verbal Art: An Psychological Sojourn through **Multinational Firm Organizing Across Institutional And National Divides**

In some sort of inundated with displays and the cacophony of quick interaction, the profound power and psychological resonance of verbal artistry frequently fade in to obscurity, eclipsed by the constant onslaught of sound and distractions. Yet, situated within the lyrical pages of **Multinational Firm Organizing Across Institutional And National Divides**, a charming work of literary beauty that impulses with natural feelings, lies an memorable journey waiting to be embarked upon. Composed with a virtuoso wordsmith, this enchanting opus guides readers on a mental odyssey, lightly exposing the latent possible and profound affect embedded within the complicated internet of language. Within the heart-wrenching expanse of this evocative examination, we will embark upon an introspective exploration of the book is central styles, dissect its charming publishing style, and immerse ourselves in the indelible effect it leaves upon the depths of readers souls.

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