

Renewing Unilever

Transformation and Tradition



Geoffrey Jones

Renewing Unilever Transformation Tradition

Kostas Gavroglu



Renewing Unilever Transformation Tradition:

Renewing Unilever : Transformation and Tradition Geoffrey Jones, 2005-07-01 Unilever is one of the world's largest suppliers of fast moving consumer goods in foods home and personal care. It operates in over 100 countries. Its scope and scale make it a unique global corporation. Yet the story of Unilever is not simply a tale of corporate evolution. Unilever is a corporation that has a big impact on the lives of people round the world. Indeed a Unilever brand can be found in one in every two households worldwide. Geoffrey Jones, a leading business historian from the Harvard Business School, takes us inside this corporation which from its origins in Britain and the Netherlands has become a worldwide manufacturer of fast moving consumer products. Unilever's operations cover food and home and personal care and its brands include Lipton, Hellmann's, Birds Eye, Wall's, Surf, Domestos, Comfort, Dove, Sunsilk, Pond's, Signal, Axe and Ben & Jerry's. In particular the book focuses on the evolution of the company over the last half century. Managing such a firm in the era of globalization posed enormous challenges. The book covers the company's strategies and provides compelling evidence of its decision making, marketing, brand management, innovation, acquisition strategies, corporate culture and human resource management. The author has had full access to corporate archives and executives and provides us with a unique insight into the workings and strategies of one of the world's oldest and largest multinationals. *Renewing Unilever* Peter Wardley, 2006

The SAGE Handbook of Human Resource Management Adrian Wilkinson, Nicolas Bacon, Scott Snell, David Lepak, 2019-04-08 The new edition of this SAGE Handbook builds on the success of the first by providing a fully updated and expanded overview of the field of human resource management. Bringing together contributions from leading international scholars and with brand new chapters on key emerging topics such as talent management, engagement, e-HRM and big data, the Handbook focuses on familiarising the reader with the fundamentals of applied human resource management while contextualizing practice within wider theoretical considerations. Internationally minded chapters combine a critical overview with discussion of key debates and research as well as comprehensively dealing with important emerging interests. The second edition of this Handbook remains an indispensable resource for advanced students and researchers in the field.

PART 01 Context of Human Resource Management
PART 02 Fundamentals of Human Resource Management
PART 03 Contemporary Issues

Exploring Strategy Jerry Johnson, Richard Whittington, Patrick Regnér, Duncan Angwin, Gerry Johnson, Kevan Scholes, 2020 With over one million copies sold worldwide, *Exploring Strategy* has long been the essential strategy text for managers of today and tomorrow. From entrepreneurial start-ups to multinationals, charities to government agencies, this book raises the big questions about organisations: how they grow, how they innovate and how they change.

The Oxford Handbook of Management in Emerging Markets Robert E. Grosse, Klaus Meyer, 2019 The *Oxford Handbook of Management in Emerging Markets* identifies key elements of the business systems and competition in emerging markets around the world and looks at competitive strategies of local and multinational companies going into and coming out of these countries. This book should serve both researchers

and managers interested in knowing more about managing firms in emerging markets in general and in specific countries in particular. The essays highlight the tension between local and global knowledge as well as explore the role of local and international firms operating in emerging markets within global value chains or production networks. *Organizations in Time* Marcelo Bucheli, R. Daniel Wadhvani, 2014. This book brings together leading organization scholars and business historians to examine the opportunities and challenges of incorporating historical research into the study of firms and markets.

The History of Business in Africa Grietjie Verhoef, 2017-10-16. This book offers a comprehensive study of the history of African business. By analyzing the specificities of African business culture as well as the dynamically changing African policy context, the author sheds new light on the development of African enterprises, markets, and institutions. The book covers a wide range of historical studies starting with the earliest exchange networks, the new market opportunities resulting from European penetration, the dualism of state-owned companies and private enterprises during the twentieth century, the role of foreign direct investments and multinational companies during the 1990s, and the globalization of African business.

The Routledge Companion to Business History John Wilson, Steven Toms, Abe de Jong, Emily Buchnea, 2016-12-01. The *Routledge Companion to Business History* is a definitive work of reference and authoritative international source on business history. Compiled by leading scholars in the field, it offers both researchers and students an introduction and overview of current scholarship in this expanding discipline. Drawing on a wealth of international contributions, this volume expands the field and explores how business history interacts theoretically and methodologically with other fields. It charts the origins and development of business history and its global reach from Latin America and Africa to North America and Europe. With this multi-perspective approach, it illustrates the unique contribution of business history and its relationship with a range of other disciplines from finance and banking to gender issues in corporations. The *Routledge Companion to Business History* is a vital source of reference for students and researchers in the fields of business history, corporate governance, and business ethics. This collection is an excellent starting point for understanding the field and finding areas where business history, management theory, and social science can intersect. *Canadian Business History Newsletter* January 2019.

Oil Palm Jonathan E. Robins, 2021-05-21. Oil palms are ubiquitous, grown in nearly every tropical country; they supply the world with more edible fat than any other plant and play a role in scores of packaged products from lipstick and soap to margarine and cookies. And as Jonathan E. Robins shows, sweeping social transformations carried the plant around the planet. First brought to the global stage in the holds of slave ships, palm oil became a quintessential commodity in the Industrial Revolution. Imperialists hungry for cheap fat subjugated Africa's oil palm landscapes and the people who worked them. In the twentieth century, the World Bank promulgated oil palm agriculture as a panacea to rural development in Southeast Asia and across the tropics. As plantation companies tore into rainforests, evicting farmers in the name of progress, the oil palm continued its rise to dominance, sparking new controversies over trade, land, and labor rights, human health, and the environment. By telling the

story of the oil palm across multiple centuries and continents Robins demonstrates how the fruits of an African palm tree became a key commodity in the story of global capitalism beginning in the eras of slavery and imperialism persisting through decolonization and stretching to the present day

Organizing for Sustainability Susan Albers Mohrman, Abraham B. (Rami) Shani, 2011-07-19 Based on rich empirical data about cases of organizations working to build a more sustainable future this volume tests the applicability of the formal knowledge base about management and organizations while refining modifying and extending it to increase its usefulness in addressing the challenges of organizing for sustainable effectiveness

Global Themes and Local Variations in Organization and Management Gili S. Drori, Markus A. Höllerer, Peter Walgenbach, 2013-07-24 Global Themes and Local Variations in Organization and Management Perspectives on Glocalization offers a broad exposition of the relations between the global and the local with regard to organizational and managerial ideas practices and forms This edited volume forges ahead to capture the complexity of modern management and organization that results from the processes of glocalization Universality is among the core underlying principles of the management of organizations as well as of organization and management science itself Yet reality reveals enormous variation across social and cultural contexts For instance multinational corporations must adjust their management practices to adhere to national regulation and local standards manufacturers and service providers routinely tailor their products to suit the local preferences of consumers and non profit organizations amend their advocacy agenda to appeal to local sentiments The work assembled here goes beyond merely describing such patterns of variation and adaptation in organization and management research and commentary engage directly with the tensions between homogeneity and heterogeneity convergence and divergence global and local With contributions from leading scholars in the field of comparative organization studies this collection offers a substantive contribution to the investigation of organization and management as well as providing a valuable resource for students of organization studies international business and sociology

The Oxford Handbook of Business History Geoffrey Jones, Jonathan Zeitlin, 2008-01-25 This Handbook provides a state of the art survey of research in business history Business historians study the historical evolution of business systems entrepreneurs and firms as well as their interaction with their political economic and social environment They address issues of central concern to researchers in management studies and business administration as well as economics sociology and political science and to historians They employ a range of qualitative and quantitative methodologies but all share a belief in the importance of understanding change over time The Oxford Handbook of Business History has brought together leading scholars to provide a comprehensive critical and interdisciplinary examination of business history organized into four parts Approaches and Debates Forms of Business Organization Functions of Enterprise and Enterprise and Society The Handbook shows that business history is a wide ranging and dynamic area of study generating compelling empirical data which has sometimes confirmed and sometimes contested widely held views in management and the social sciences The Oxford Handbook of

Business History is a key reference work for scholars and advanced students of Business History and a fascinating resource for social scientists in general *British Business in the Formative Years of European Integration, 1945-1973* Neil Rollings, 2007-12-10 This book questions conventional accounts of the history of European integration and British business Integration accounts normally focus on the nation state while Neil Rollings focuses on business and its role in the development of European integration which business historians have previously overlooked Business provided a key link between economic integration political integration and the process of Europeanization British businessmen perceived early on that European integration meant much more than the removal of tariffs and access to new markets Indeed British entry into the European community would alter the whole landscape of the European working environment Consideration of European integration is revealed as a complex relative and dynamic issue covering many issues such as competition policy taxation and company law Based on extensive archival research this book uses the case of business to emphasize the need to blend national histories with the history of European integration *History of Artificial Cold, Scientific, Technological and Cultural Issues* Kostas Gavroglu, 2013-11-19 The history of artificial cold has been a rather intriguing interdisciplinary subject physics chemistry technology sociology economics anthropology consumer studies which despite some excellent monographs and research papers has not been systematically exploited It is a subject with all kinds of scientific technological as well as cultural dimensions For example the common home refrigerator has brought about unimaginably deep changes to our everyday lives changing drastically eating habits and shopping mentalities From the end of the 19th century to the beginning of the 21st issues related to the production and exploitation of artificial cold have never stopped to provide us with an incredibly interesting set of phenomena novel theoretical explanations amazing possibilities concerning technological applications and all encompassing cultural repercussions The discovery of the unexpected and bizarre phenomena of superconductivity and superfluidity the necessity to incorporate macroscopic quantum phenomena to the framework of quantum mechanics the discovery of Bose Einstein condensation and high temperature superconductivity the use of superconducting magnets for high energy particle accelerators the construction of new computer hardware the extensive applications of cryomedicine and the multi billion industry of frozen foods are some of the more dramatic instances in the history of artificial cold **The Oxford Handbook of Employment Relations** Adrian Wilkinson, Geoffrey Wood, Richard Deeg, 2014-03-13 There have been numerous accounts exploring the relationship between institutions and firm practices However much of this literature tends to be located into distinct theoretical traditional silos such as national business systems social systems of production regulation theory or varieties of capitalism with limited dialogue between different approaches to enhance understanding of institutional effects Again evaluations of the relationship between institutions and employment relations have tended to be of the broad brushstroke nature often founded on macro data and with only limited attention being accorded to internal diversity and details of actual practice The Handbook aims to fill this gap by bringing

together an assembly of comprehensive and high quality chapters to enable understanding of changes in employment relations since the early 1970s Theoretically based chapters attempt to link varieties of capitalism business systems and different modes of regulation to the specific practice of employment relations and offer a truly comparative treatment of the subject providing frameworks and empirical evidence for understanding trends in employment relations in different parts of the world Most notably the Handbook seeks to incorporate at a theoretical level regulationist accounts and recent work that link bounded internal systemic diversity with change and at an applied level a greater emphasis on recent applied evidence specifically dealing with the employment contract its implementation and related questions of work organization It will be useful to academics and students of industrial relations political economy and management **The Making of Modern**

Management John F. Wilson, Andrew Thomson, 2006-08-24 Management has always been part of human organization but it is only in the last two centuries or so that it has been the central driver of economic activity as companies have moved from family firms to hugely complex multinational corporations with many layers of management The term management is commonly used in three ways as a process or activity as a structure in any organization and as a group or class of people carrying out certain roles in an organization This book is the first detailed account of the evolution of management in all three senses The focus is mainly on the UK but throughout the broader question of why corporate management structures developed so impressively in the USA Germany and Japan is borne in mind while arguably little progress was made in this regards in the UK Equally the authors consider why given that management is now so widely studied so little careful research has been undertaken into the evolution of the practice and the profession of management The book is divided into four sections Part One provides An Introduction to Management History Part Two Management and Organization explores the historical development through the 19th and 20th centuries Part Three Managers in Context looks at the social and cultural context of management and managers and Part Four considers three key functional areas labour marketing and accounting and finance This rich detailed and path breaking book will be essential reading for anyone wanting to understand the evolution of management as we now understand it whether academics students or managers themselves

Management History Morgen Witzel, 2010-01-21 Introduction to management history Organisation Strategy Human resource management Marketing Financial management Technology innovation and knowledge Business and society Leadership Conclusion how history impacts on management *The SAGE Encyclopedia of Corporate Reputation* Craig E. Carroll, 2016-05-04 What creates corporate reputations and how should organizations respond Corporate reputation is a growing research field in disciplines as diverse as communication management marketing industrial and organizational psychology and sociology As a formal area of academic study it is relatively young with roots in the 1980s and the emergence of specialized reputation rankings for industries products services and performance dimensions and for regions Such rankings resulted in competition between organizations and the alignment of organizational activities to qualify and improve

standings in the rankings In addition today s changing stakeholder expectations the growth of advocacy demand for more disclosures and greater transparency and globalized mediatized environments create new challenges pitfalls and opportunities for organizations Successfully engaging dealing with and working through reputational challenges requires an understanding of options and tools for organizational decision making and stakeholder engagement For the first time the vast and important field of corporate reputation is explored in the format of an encyclopedic reference The SAGE Encyclopedia of Corporate Reputation comprehensively overviews concepts and techniques for identifying building measuring monitoring evaluating maintaining valuing living up to and or changing corporate reputations Key features include 300 signed entries are organized in A to Z fashion in 2 volumes available in a choice of electronic or print formats Entries conclude with Cross References and Further Readings to guide students to in depth resources Although organized A to Z a thematic Reader s Guide in the front matter groups related entries by broad areas A Chronology provides historical perspective on the development of corporate reputation as a discrete field of study A Resource Guide in the back matter lists classic books key journals associations websites and selected degree programs of relevance to corporate reputation A General Bibliography will be accompanied by visual maps noting the relationships between the various disciplines touching upon corporate reputation studies The work concludes with a comprehensive Index which in the electronic version combines with the Reader s Guide and Cross References to provide thorough search and browse capabilities The Future of Foreign Direct

Investment and the Multinational Enterprise Ravi Ramamurti,Niron Hashai,2011-04-27 This Festschrift in honour of Professor Yair Aharoni a pioneer in the field of international business looks at several of these new trends in FDI what they will mean for firms and governments and the opportunities created by these developments to enrich or extend extant theory

The Oxford Handbook of International Business Strategy Kamel Mellahi,Klaus Meyer,Rajneesh Narula,Irina Surdu,Alain Verbeke,2021-01-07 The growth of the multinational enterprise MNE has led to an increasing interest in international business strategy from scholars professionals and policy makers alike MNEs must contend with challenges in both their home and host international markets and increasingly uncertain conditions in the international business environment demand superior firm level capabilities for multinational firms to achieve and maintain competitive advantages in the long run This Handbook explores the progress made in international business strategy theory and practice in the last few decades Written by an international team of leading experts it captures the differences in motivations and decision making processes between smaller and larger firms private family and state owned firms and emerging or developed market multinationals It elaborates on the links between international strategy and the social responsibilities of the firm in its various host market contexts including the deployment of effective and ethical human resource practices in international markets Most importantly it lays out how the classic principles of international competitive strategy are transformed in today s markets in great part due to digitalization and provides suggestions on how MNEs can develop international business strategies to

respond to these transformations The implications of these discussions for strategy and practice are becoming ever more profound This Handbook will prove a valuable resource for both international business scholars and practitioners

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