

# **Masculinities in Organizations**

EDITED BY  
**CLIFF CHENG**

**RESEARCH ON MEN AND MASCULINITIES**

# Masculinities In Organizations

**Jeff Hearn**



## **Masculinities In Organizations:**

Masculinities in Organizations Cliff Cheng, 1996-08-20 An interdisciplinary cross cultural study of masculinities in organizational settings is provided in this volume The contributions shed new light on many of the misconceptions that have plagued the study of organizations arguing that sex and gender are not synonymous masculinity is not homogenous and that the difference presented by masculinities and men needs to be studied if valuing differences in organizations is to occur

*Routledge Handbook on Men, Masculinities and Organizations* Jeff Hearn, 2023-10 This Handbook provides new theoretical and empirical insights into men men s practices and masculinities across many kinds of organizations and forms of organizing Most mainstream studies of organizations leadership and management do not seem to notice they are often talking a lot about men and masculinities The Handbook challenges this general tendency to avoid gendering men by bringing together a range of theoretical and methodological approaches that engage with not only formal organizations such as businesses and state organizations but also processes of organizing within and beyond organizations address emergent and future issues on men masculinities and organizations such as tech masculinities men s emotions sexualities and violences animal advocacy and environmental issues and men and masculinities in pandemics Targeted at scholars policy makers practitioners and students interested in links between men masculinities organizations and organizing this landmark Handbook is an invaluable resource for those working in and beyond such fields as gender studies organization leadership and management studies political science sociology social and public policy social movement studies **Routledge**

**Handbook on Men, Masculinities and Organizations** Jeff Hearn, Kadri Aavik, David L. Collinson, Anika Thym, 2023-11-24 This Handbook provides new theoretical and empirical insights into men men s practices and masculinities across many kinds of organizations and forms of organizing Most mainstream studies of organizations leadership and management do not seem to notice they are often talking a lot about men and masculinities The Handbook challenges this general tendency to avoid gendering men by bringing together a range of theoretical and methodological approaches that engage with not only formal organizations such as businesses and state organizations but also processes of organizing within and beyond organizations address emergent and future issues on men masculinities and organizations such as tech masculinities men s emotions sexualities and violences animal advocacy and environmental issues and men and masculinities in pandemics Targeted at scholars policymakers practitioners and students interested in links between men masculinities organizations and organizing this landmark Handbook is an invaluable resource for those working in and beyond such fields as gender studies organization leadership and management studies political science sociology social and public policy and social movement studies Chapter 28 of this book is freely available as a downloadable Open Access PDF at <http://www.taylorfrancis.com> under a Creative Commons Attribution Non Commercial No Derivatives CC BY NC ND 4.0 license *Masculinities and Management in Agricultural Organizations Worldwide* Barbara Pini, 2017-11-30 Using contemporary gender theory to

examine gender and rurality beyond that of simply women femininities this illuminating book accurately locates the subject of masculinities within the rural agricultural context While there has been a wealth of literature on men and masculinities published in recent years the climate of ideas has been typically experienced through an urban lens This book therefore investigates new conceptual territory Embedded in the literature on gender and rurality as well as the scholarship on gender and organizations management the book draws on an in depth ethnographic study of gender relations in Australian agricultural politics It will speak to academic audiences in rural social sciences gender studies and management organization studies

**Organizational Behaviour Reassessed** Elisabeth M Wilson, 2001-03-22 Most books on Organizational Behaviour are still gender free zones This book however treats gender as it needs to be treated as a fundamental organizing principle of organization Professor Paul Iles of Liverpool Business School Liverpool John Moores University Challenging mainstream accounts of organizational behaviour and management which treat gender as an optional extra this book demonstrates how it can be an essential organizing principle Each chapter covers one or more of the principal mainstream topics before deconstructing and critiquing these and suggesting other ways of understanding these issues The Oxford Handbook of Gender in Organizations

Savita Kumra, Ruth Simpson, Ronald J. Burke, 2014 This Handbook focuses on organizations and the way in which their processes and practices systematically work to produce gender inequities *The Sage Handbook of Organizational Research Methods* Professor David Buchanan, Professor Alan Bryman, 2009-05-01 The SAGE Handbook of Organizational Research Methods provides a rich resource for organizational researchers locating the technical aspects of organizational research in the wider context of the relevant personal epistemological theoretical historical ethical and political issues David Buchanan and Alan Bryman have gathered together many of the world's leading writers on theory method and analysis in organizational research and have made this the most comprehensive and cutting edge volume in this ever growing field

**Gender, Work and Social Theory** Kate Huppatz, 2023-04-20 How is gender signified produced and reproduced through paid and unpaid labour In what ways does gender intersect with other kinds of disadvantage How does power work through interactions emotions and bodies In this original synthesis of social theory and its application to gender and work Kate Huppatz draws from classical theory and principles of the cultural turn to explore how feminist sociology dismantles dualistic understandings of gender and scrutinizes the workings of power In a tour de force of exposition and analysis of landmarks in the literature Huppatz reflects upon continuities and departures in cutting edge research on gender within organizations unpaid domestic labour and paid and unpaid care work Close attention is paid to pressing issues such as the intersectionality of inequality in the workplace relations between micro activities and larger social processes and the impact of Covid 19 on exposing and exacerbating the gendered inequalities of work Case examples drawn from North America Australasia and the UK illustrate social theory in practice Throughout Huppatz emphasizes the importance of theoretical understandings in furthering empirical research about gender and work She also considers the

gendered division of labour within the study of work and employment itself This key new addition to the Themes in Social Theory series is an essential read for advanced undergraduates postgraduates and researchers interested in this area of study across a wide range of disciplines Handbook of Organizational Behavior, Revised and Expanded Robert T. Golembiewski, 2000-10-24 Building upon the strengths of the first edition while continuing to extend the influence and reach of organizational behavior OB the Second Edition of this groundbreaking reference text analyzes OB from a business marketing perspective offering a thorough treatment of central soon to be central contiguous and emerging topics of OB to facilitate greater viability and demand of OB practice New edition incorporates more comparative perspectives throughout Contributing to the dynamic interdisciplinary state of OB theory and practice the Handbook of Organizational Behavior Second Edition comprehensively covers strategic and critical issues of the OB field with descriptive analyses and full documentation details the essential principles defining core OB such as organizational design structure culture leadership theory and risk taking advances solutions to setting operational definitions throughout the field comparatively discusses numerous situations and variables to provide clarity to mixed or inconclusive research findings utilizes cross cultural approaches to examine recent issues concerning race ethnicity and gender reevaluates value standards and paradigms of change in OB investigates cross national examples of OB development including case studies from the United States and India and much more Written by 45 worldwide specialists and containing over 3500 references tables drawings and equations the Handbook of Organizational Behavior Second Edition is a definitive reference for public administrators consultants organizational behavior specialists behavioral psychologists political scientists and sociologists as well as a necessary and worthwhile text for upper level undergraduate and graduate students taking organizational behavior courses in the departments of public administration psychology management education and sociology *Gender in Organizations* Ronald J Burke, Debra A Major, 2014-01-31 Talented women continue to have difficulty advancing their careers in organizations worldwide Organizations and their cultures were created by men for men and reflect the wider patriarchal society As a consequence some women are disadvantaged and fa **Women in Management** Marilyn J Davidson, Ronald J Burke, 2000-01-26 Praise for the First Volume This is a really important book for anyone who wants to find research references on equal opportunities for women in management Management in Education I commend this book to managers of both sexes in the public and private sectors There is much to stimulate effective action Hopefully researchers will also heed the call for further studies Women in Management Review I must first of all commend this volume as a very useful resource for women who are actually grappling with being managers and for researchers in the field International Review of Women and Leadership The second volume of the successful Women in Management Current Research Issues provides an up to date review of findings pertaining to women in management reflecting recent global changes An international group of contributors examines a broad range of contemporary issues facing women in management as well as the individual

organizational and governmental consequences of these changes Key topics covered include global perspectives on women in business career development issues including discussions of highflyers networking and leadership race and gender the future of the glass ceiling the increasingly popular management of diversity approach masculinity of management issues future organizational and governmental initiatives on women in management

**The Routledge Handbook of Organizational Leadership Communication** Guowei Jian, Gail T. Fairhurst, 2025-04-30 This handbook captures a rapidly developing body of scholarship to map out the terrain of leadership communication and stimulate interdisciplinary dialogue among leadership communication scholars for future research The Routledge Handbook of Organizational Leadership Communication surveys various areas of leadership communication critically assesses their development and proposes guidance for future research It begins by addressing prominent theories or emerging theoretical perspectives that help conceptualize leadership communication ranging from collective leadership approaches and critical perspectives to theories of practice and communicative constitution of organization The second section focuses on reviewing the latest research on leadership communication in various organizational contexts such as work teams hybrid and virtual work contexts and interorganizational collaboration Informed by diverse theoretical perspectives chapters in the final section examine the practice of leadership communication in dealing with both common and novel organizing challenges and processes for example the formation and execution of organizational vision and strategies the use of emerging media technologies and organizational decision making The handbook will be an indispensable resource for researchers and advanced students in leadership communication and leadership studies and practicing managers and consultants in leadership and communication training and development

**Understanding Gender and Organizations** Mats Alvesson, Yvonne Due Billing, 2009-05-07 An unusually comprehensive and sophisticated analysis of how organizations and the men and women who work within them are affected by gendered processes and relations Alvesson and Billing's contribution is unique in its sensitivity to the wide range of processes affected by gender paired with its sensitivity to the pitfalls of inappropriately applying a gender lens This book is a must read for organizational researchers and gender scholars Debra Meyerson Stanford University Students and scholars alike will find this at once a useful overview and a thought provoking take on the complexity of gender in organizations and gendered organizations Robin J Ely Warren Alpert Professor of Business Administration Harvard Business School In the decade since the first edition of this critical and provocative text many aspects of gender have changed and many have stayed the same While the gendered study of organizations is a growing field in its own right in many real life organizations gaps in gendered job roles and pay are as entrenched as they were This Second Edition is a long awaited update to an essential text in this dynamic and expanding field of inquiry incorporating new international perspectives that incorporate recent theory and debate and a new chapter on gender and identity

**Handbook of Studies on Men and Masculinities** Michael S. Kimmel, Jeff Hearn, Raewyn Connell, 2005 In the past research in the field of gender has mainly

addressed issues about women and has for the most part been developed by women. Recently the study of gender has rapidly expanded and there has been a growing interest in men's and boys' identities, conduct, and problems. The Handbook of Studies on Men and Masculinities is an interdisciplinary and international culmination of the growth of men's studies that also offers insight about future directions for the field. The Handbook provides a broad view of masculinities primarily across the social sciences with the inclusion of important debates in some areas of the humanities and natural sciences. The various approaches presented in this Handbook range across different disciplines, theoretical perspectives, methodologies, and conceptualizations in relation to the topic of men. Editors Michael S. Kimmel, Jeff Hearn, and Robert W. Connell have assembled an esteemed group of contributors who are among the best known experts in their particular fields. The Handbook of Studies on Men and Masculinities examines the construction of masculinities in four different frames: the social organization of masculinities in their global and regional iterations; the institutional reproduction and articulation of masculinities; the ways in which masculinities are organized and practiced within a context of gender relations; and the ways in which individual men express and understand their gendered identities. The Handbook is organized in a way that moves from the larger global and institutional articulations of masculinities to the more intimate and personal expressions. The Handbook of Studies on Men and Masculinities provides scholars, researchers, and students with the most current, incisive scholarship available for the men's studies area of gender studies. It is a vital resource for those interested in the practical or cultural issues about men, boys, and gender, as well as an excellent addition to any academic library.

**The SAGE Handbook of Organization Studies** Stewart R. Clegg, Cynthia Hardy, Tom Lawrence, Walter R. Nord, 2006-06-21. Praise for the award-winning First Edition: This handbook is organized to help teachers and students to cover the mainstream work in the field of organization studies. This is an excellent reference tool with which to study organizational theory and practice. International Review of Administrative Sciences: The editors have put together an impressive reference work, serious in intent and rigorous in implementation. As a publishing achievement and a scholarly event in the field, SAGE is to be congratulated. It is designed as a work of synthesis to link past and present, general and specific. Journal of General Management: Praise for the New Edition: An excellent collection of papers giving a timely overview of the field. Gareth Morgan: In this substantially updated, revised, and extended edition of the widely acclaimed Handbook, the high standard of the contributions is maintained. Close consideration is given to newly emergent such as networks and complexity, as well as more established topics. Metaphors of conversation and discourse are engagingly invoked to make and explore new distinctions, directions, and connections. It is a key reference volume for more advanced students of this rapidly developing field. Hugh Willmott, Diageo Professor of Management Studies, Judge Business School, University of Cambridge. Giving the authors of the Handbook of Organization Studies the opportunity to revise and update their earlier contributions makes this handbook unique. Comparing the revised chapters to their originals offers the reader unparalleled insight into how knowledge develops in our discipline. New frameworks and deeper

understandings grounded in continuing scholarship abound in this updated classic Mary Jo Hatch C Coleman McGehee Eminent Scholars Research Professor of Banking and Commerce McIntire School of Commerce University of Virginia A decade after it first published to international acclaim the seminal Handbook of Organization Studies has been updated to capture exciting new developments in the field Providing a retrospective and prospective overview of organization studies the Handbook continues to challenge and inspire readers with its synthesis of knowledge and literature As ever contributions have been selected to reflect the diversity of the field New chapters cover areas such as organizational change knowledge management and organizational networks Part One reflects on the relationship between theory research and practice in organization studies Part Two address a number of the most significant issues to affect organization studies such as leadership diversity and globalization Comprehensive and far reaching this important resource will set new standards for the understanding of organizational studies It will be invaluable to researchers teachers and advanced students alike

**Body and Organization** John Hassard, Ruth Holliday, Hugh Willmott, 2000-04-14 Issues around identity agency and reflexivity are opened up and explored in a refreshing new perspective that deepens our understanding of organization and institutions Body and Organization thoroughly invigorates the study of process and brings the organization to three dimensional life for a new generation of students and researchers

**Handbook of Organizational Behavior, Second Edition, Revised and Expanded** Robert T. Golembiewski, 2000-10-24 Building upon the strengths of the first edition while continuing to extend the influence and reach of organizational behavior OB the Second Edition of this groundbreaking reference text analyzes OB from a business marketing perspective offering a thorough treatment of central soon to be central contiguous and emerging topics of OB to facilitate greater viability and demand of OB practice New edition incorporates more comparative perspectives throughout Contributing to the dynamic interdisciplinary state of OB theory and practice the Handbook of Organizational Behavior Second Edition comprehensively covers strategic and critical issues of the OB field with descriptive analyses and full documentation details the essential principles defining core OB such as organizational design structure culture leadership theory and risk taking advances solutions to setting operational definitions throughout the field comparatively discusses numerous situations and variables to provide clarity to mixed or inconclusive research findings utilizes cross cultural approaches to examine recent issues concerning race ethnicity and gender reevaluates value standards and paradigms of change in OB investigates cross national examples of OB development including case studies from the United States and India and much more Written by 45 worldwide specialists and containing over 3500 references tables drawings and equations the Handbook of Organizational Behavior Second Edition is a definitive reference for public administrators consultants organizational behavior specialists behavioral psychologists political scientists and sociologists as well as a necessary and worthwhile text for upper level undergraduate and graduate students taking organizational behavior courses in the departments of public administration psychology management education and sociology

**Organizations**



**and Popular Culture** Carl Rhodes, Simon Lilley, 2013-09-13 Throughout its history popular mass mediated culture has turned its attention to representing and interrogating organizational life As early as Charlie Chaplin s cinematic classic Modern Times and as recently as the primetime television hit The Simpsons we see cultural products that engage reflexively in coming to terms with the meaning of work technology and workplace relations It is only since the late 1990s however that those who research management and organizations have come to collectively dwell on the relationship between organizations and popular culture a relationship where the cultural meanings of work are articulated in popular culture and where popular culture challenges taken for granted knowledge about the structure and practice work Key to this development has been the journal Culture and Organization a journal that has been centre stage in creating new vistas through which the cultural studies of organization can be explored This book brings together the journal s best contributions which specifically address how popular culture represents informs and potentially transforms organizational practice Featuring contributors from the UK USA Europe and Australia this exciting anthology provides a comprehensive review of research in organization and popular culture

American Masculinities: A Historical Encyclopedia Bret Carroll, 2003-10-14 This is a highly recommended purchase for undergraduate medium sized and large public libraries wishing to provide a substantial introduction to the field of men s studies Reference User Services Quarterly Pleasing layout and good cross references make Carroll s compendium a welcome addition to collections serving readers of all ages Highly recommended CHOICE An excellent index well chosen photographs and illustrations and an extensive bibliography add further value American Masculinities is well worth what would otherwise be too hefty a price for many libraries because no other encyclopedia comes close to covering this growing field so well American Reference Books Annual American Masculinities A Historical Encyclopedia is a first of its kind reference detailing developments in the growing field of men s studies This up to date analytical review serves as a marker of how the field has evolved over the last decade especially since the 1993 publication of Anthony Rotundo s American Manhood This seminal book opened new vistas for exploration and research into American History society and culture Weaving the fabric of American history American Masculinities illustrates how American political leaders have often used the rhetoric of manliness to underscore the presumed moral righteousness and ostensibly protective purposes of their policies Seeing U S history in terms of gender archetypes readers will gain a richer and deeper understanding of America s democratic political system domestic and foreign policies and capitalist economic system as well as the private sphere of the home and domestic life The contributors to American Masculinities share the assumption that men s lives have been grounded fundamentally in gender that is in their awareness of themselves as males Their approach goes beyond scholarship which traditionally looks at men and women in terms of what they do and how they have influenced a given field or era Rather this important work delves into the psychological core of manhood which is shaped not only by biology but also by history society and culture Encapsulating the current state of scholarly interpretation within the field of Men s Studies American Masculinities A

Historical Encyclopedia is designed to help students and scholars advance their studies develop new questions for research and stimulate new ways of exploring the history of American life Key Features Reader s Guide facilitates browsing by topic and easy access to information Extensive name place and concept index gives users an additional means of locating topics of interest More than 250 entries each with suggestions for further reading Cross references direct users to related information Comprehensive bibliography includes a list of sources organized by categories in the field Topics Covered Arts Literature and Popular Culture Body Health and Sexuality Class Ethnic Racial and Religious Identities Concepts and Theories Family and Fatherhood General History Icons and Symbols Leisure and Work Movements and Organizations People Political and Social Issues About the Editor Bret E Carroll is Associate Professor of History at California State University Stanislaus He received his Ph D from Cornell University in 1991 He is author of The Routledge Historical Atlas of Religion in America 1997 Spiritualism in Antebellum America 1997 and several articles on nineteenth century masculinity *Masculinities in Politics* Elektra Paschali,2014 This study offers a critical analysis of the construction of masculine subjectivities within political youth organizations in contemporary Greece The analysis reveals the interrelations between socio political structures the political culture and masculinities along with a focus on power dynamics that form gender and gender relations within political organizations The theoretical analysis brings together the topics of gender sexuality violence and power The empirical section of the book offers a detailed analysis of the specific situation of political youth organizations in contemporary Greece Series Gender Diskussion Vol 21

## **Masculinities In Organizations** Book Review: Unveiling the Magic of Language

In a digital era where connections and knowledge reign supreme, the enchanting power of language has become much more apparent than ever. Its power to stir emotions, provoke thought, and instigate transformation is actually remarkable. This extraordinary book, aptly titled "**Masculinities In Organizations**," compiled by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound effect on our existence. Throughout this critique, we shall delve into the book's central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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### **Masculinities In Organizations Introduction**

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