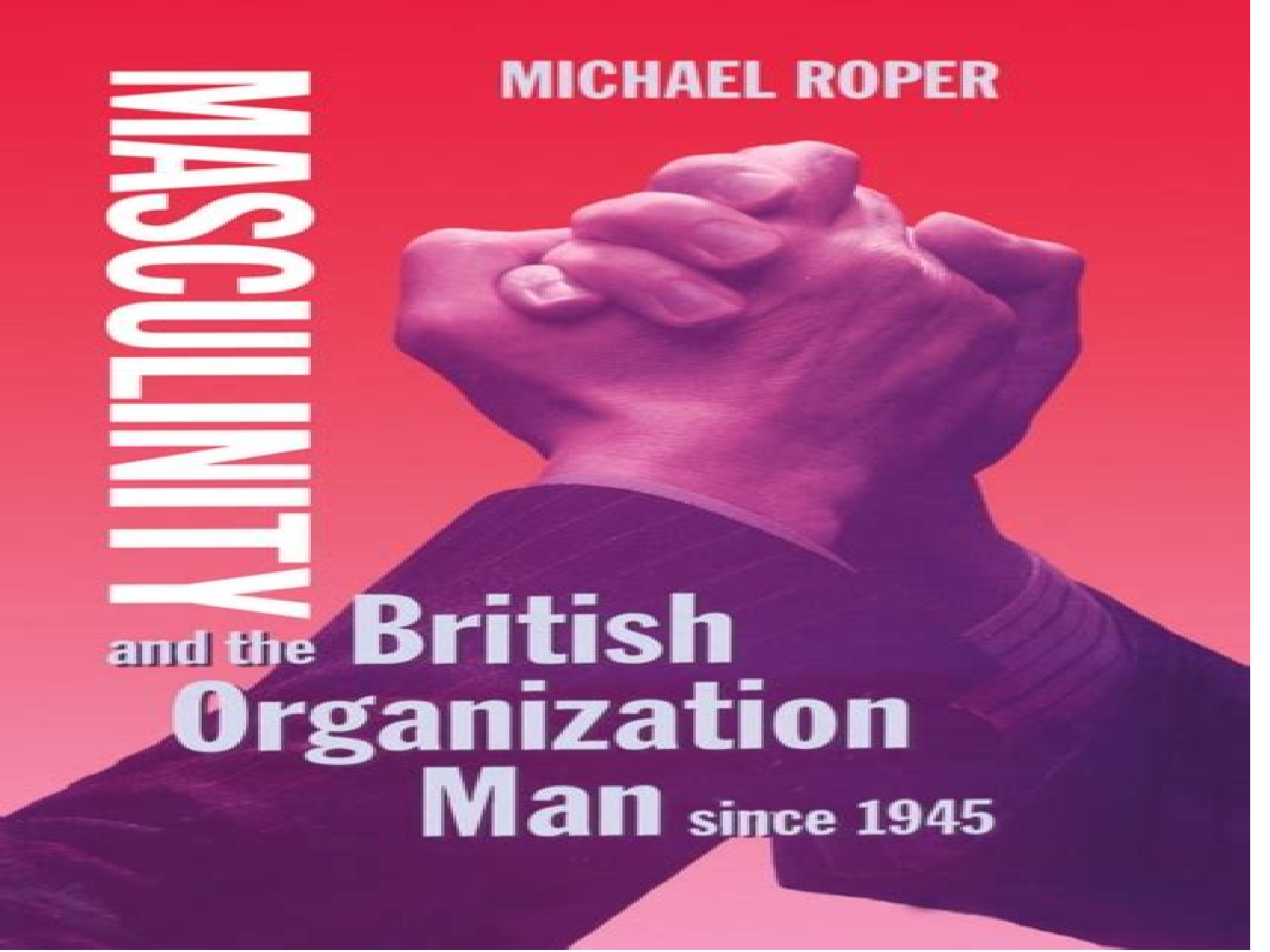


MICHAEL ROPER

MASCULINITY

and the

**British
Organization
Man** since 1945



Masculinity And The British Organization Man Since 1945

Michael Roper



Masculinity And The British Organization Man Since 1945:

Masculinity and the British Organization Man since 1945 Michael Roper, 1994-01-20 The post war period is often regarded as a time when Britain underwent its managerial revolution the family firm and the gentleman amateur giving way to the large bureaucracy and the trained management expert Yet the conception of modern management as an objective process could hardly be further from the truth Drawing on detailed life history interviews with the post war generation of organization men this study explores the intimacies that operate among men in management It argues that despite the rise of professional management relations between managers continue to function in highly subjective ways The pleasure of technical innovation or of seeing a new product through to the market the mixture of rivalry and patronage that surrounds management succession the hard bargaining of industrial relations at every level managerial functions involve the dramatization of emotions among men By challenging the enduring myth of the rational organization man this book sheds new light on gender segregation in management It argues that the exclusion of women from senior positions cannot be understood simply as the outcome of unprofessional practices A focus on the emotional relations between male managers reveals the psychic dimensions of exclusionary behaviour An emotional economy flourishes among men in management but its workings have been hidden by the myth of the rational organization man **A History of Male Psychological**

Disorders in Britain, 1945-1980 Alison Hagggett, 2015-09-18 This book is open access under a CC BY license and explores the under researched history of male mental illness from the mid twentieth century It argues that statistics suggesting women have been more vulnerable to depression and anxiety are misleading since they underplay a host of alternative presentations of distress more common in men **Men and masculinities in modern Britain** Matt Houlbrook, Katie Jones, Ben Mechen, 2024-01-16 Men and masculinities provides an engaging accessible and provocative introduction to

histories of masculinity for all readers interested in contemporary gender politics The book offers a critical overview of ongoing historiographical debates and the historical making of men's lives and identities and ideas of masculinity between the 1890s and the present day In setting out a new agenda for the field it makes an ambitious argument for the importance of writing histories which are present centred and politically engaged This means that the book engages head on with ferocious debates about men's social position and the status of masculinity in contemporary public life In establishing a critical genealogy for the proliferation of this crisis talk it sets out new ways of understanding how men's lives and ideas of masculinity have changed over time while patriarchy and male power have persisted [The Oxford Handbook of Gender in Organizations](#)

Savita Kumra, Ruth Simpson, Ronald J. Burke, 2014-03-13 The issue of gender in organizations has attracted much attention and debate over a number of years The focus of examination is inequality of opportunity between the genders and the impact this has on organizations individual men and women and society as a whole It is undoubtedly the case that progress has been made with women participating in organizational life in greater numbers and at more senior levels than

has been historically the case challenging notions that senior and or influential organizational and political roles remain a masculine domain The Oxford Handbook of Gender in Organizations is a comprehensive analysis of thinking and research on gender in organizations with original contributions from key international scholars in the field The Handbook comprises four sections The first looks at the theoretical roots and potential for theoretical development in respect of the topic of gender in organizations The second section focuses on leadership and management and the gender issues arising in this field contributors review the extensive literature and reflect on progress made as well as commenting on hurdles yet to be overcome The third section considers the gendered nature of careers Here the focus is on querying traditional approaches to career surfacing embedded assumptions within traditional approaches and assessing potential for alternative patterns to evolve taking into account the nature of women s lives and the changing nature of organizations In its final section the Handbook examines masculinity in organizations to assess the diversity of masculinities evident within organizations and the challenges posed to those outside the norm In bringing together a broad range of research and thinking on gender in organizations across a number of disciplines sub disciplines and conceptual perspectives the Handbook provides a comprehensive view of both contemporary thinking and future research directions Organizational Behaviour and Gender

Fiona M. Wilson,2017-05-15 Organizational Behaviour and Gender provides an alternative to the gender silence of the standard OB textbooks This Second Edition updates and expands the text s coverage and employs the most recent research findings to portray the world of work in a realistic manner Organizational Behaviour and Gender is a comprehensive text The text examines some of the assumptions that have been made about women at work for example that women s difference is rooted in biology and that women and men have contrasting and even polar opposite skills and attitudes The text considers the key topics in OB such as selection assessment leadership and motivation to test such assumptions The book describes the reality of working life for women It examines issues of low pay part time working family responsibilities home working and horizontal and vertical job segregation It asks whether inequality of opportunity comes about because of actual gender differences or from prejudicial expectations and thinking The last chapter is about sex and sexuality in organizations Sexual behaviour in organizations is pervasive but is rarely discussed in OB textbooks This chapter describes the masculine and heterosexual business environment and examines the issues of work romances and sexual harassment The text provides numerous learning aids including discussion topics and chapter questions to assist both the lecturer and the student

Discrimination and Diversity: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources,2017-05-17 The growing presence of discrimination and isolation has caused negative changes to human interactions With the ubiquity of these practices there is now an increasingly urgent need to close this divide Discrimination and Diversity Concepts Methodologies Tools and Applications provides a critical look at race gender and modern day discrimination and solutions to creating sustainable diversity across numerous contexts and fields Including innovative

studies on anti discrimination measures gender discrimination and tolerance this multi volume book is an ideal source for professionals practitioners graduate students academics and researchers working in equality as well as managers and those in leadership roles **Rethinking Transnational Men** Jeff Hearn, Marina Blagojević, Katherine Harrison, 2013-07-18 The world is becoming more transnational This edited collection examines how the immense transnational changes in the contemporary world are being produced by and are affecting different men and masculinities It seeks to shift debates on men masculinities and gender relations from the strictly local and national context to much greater concern with the transnational and global Established and rising scholars from Asia Australia Europe and North America explore subjects including economies and business corporations sexualities and the sex trade information and communication technologies and cyberspace migration war the military and militarism politics nationalism and symbolism and image making **Managing Professional Identities** Mike Dent, Stephen Whitehead, 2013-04-15 This book addresses the nature of current shifts in professional and managerial knowledge and practice particularly in relation to power and accountability Connecting with current debates concerned with work and identity the book will present a range of theoretical and empirical accounts of the dilemmas and issues facing specialists in various organizational arenas as they seek to adapt to the challenges of organizational and cultural transformation Contributions offer innovative and sophisticated theoretical engagements which draw upon various perspectives including those of post structuralism feminism post marxism and post modernism *Gender, Race & Canadian Law*, 2020-11-26T00:00:00Z *Gender Race Canadian Law* explores feminist and critical race approaches to Canadian law The collection which is suitable for undergraduate courses begins with a basic overview of Canadian law and an introduction to critical concepts including the official version of law race and racialization privilege and heteronormativity Substantive themes include the Montreal massacre hegemonic and other masculinities equality rights sexual assault and other gendered violence trans colonialism immigration and multiculturalism Contributors Constance Backhouse Gillian Balfour M lissa Blais Karen Busby Wendy Chan Sandra Ka Hon Chu Elizabeth Comack Raewyn Connell Pamela Downe Deborah H Drake Rod Earle Eve Haque Joanna Harris Margot A Hurlbert Lisa Marie Jakubowski Peter Knegt Ruth M Mann Peggy McIntosh Marilou McPhedron Martin Rochlin *Pull* Pamela Walker LAIRD, 2009-06-30 Redefining the way we view business success Pamela Laird demolishes the popular American self made story as she exposes the social dynamics that navigate some people toward opportunity and steer others away Who gets invited into the networks of business opportunity What does an unacceptable candidate lack The answer is social capital all those social assets that attract respect generate confidence evoke affection and invite loyalty In retelling success stories from Benjamin Franklin to Andrew Carnegie to Bill Gates Laird goes beyond personality upbringing and social skills to reveal the critical common key access to circles that control and distribute opportunity and information She explains how civil rights activism and feminism in the 1960s and 1970s helped demonstrate that personnel practices violated principles of equal opportunity She evaluates what social privilege actually contributes to

business success and analyzes the balance between individual characteristics effort innovation talent and social factors such as race gender class and connections In contrasting how Americans have prospered or not with how we have talked about prospering Laird offers rich insights into how business really operates and where its workings fit within American culture From new perspectives on entrepreneurial achievement to the role of affirmative action and the operation of modern corporate personnel systems Pull shows that business is a profoundly social process and that no one can succeed alone

The Oxford Handbook of Identities in Organizations Andrew D. Brown, 2020-01-16 Conceived as the meanings that individuals attach to their selves a substantial stockpile of theory related to identities accumulated across the arts social sciences and humanities over many decades continues to nourish contemporary research on self identities in organizations In times which are more reflexive narcissistic and fluid the identities of participants in organizations are increasingly less fixed and less certain making identity issues both more salient and more interesting Particular attention has been given to processes of identity construction often styled identity work Research has focused on how why and when such processes occur and their implications for organizing and individual group and organizational outcomes This has resulted in a burgeoning stream of research from discursive dramaturgical symbolic socio cognitive and psychodynamic perspectives that most often casts individuals efforts to fabricate identities as intentional relational and consequential Seemingly intractable debates centred on the nature of identities their relative stability or fluidity whether they are best regarded as coherent or fractured positive or not and how they are fabricated within relations of power combined with other conceptual issues continue to invigorate the field However these debates have also led to some scepticism regarding the future potential of identities research Yet as the chapters in this Handbook demonstrate there are considerable grounds for optimism that identity as root metaphor nexus concept and means to bridge levels of analysis has significant potential to generate multiple compelling streams of theorizing in organization and management studies

The Men and the Boys Raewyn Connell, 2013-05-02 In recent years questions about men and boys have aroused remarkable media interest public concern and controversy Across the world health services are noticing the relevance of men s gender to problems as diverse as road accidents diet and sexually transmitted disease Teachers are increasingly preoccupied with the poor educational performance of boys and criminologists have begun to explore why men and boys continue to dominate the crime statistics In this timely new volume one of the world s leading authorities on masculinity helps us to understand these developments and make sense of the multiplying issues about men and boys Five years on from the publication of the seminal study *Masculinities* this book reflects on the growing social scientific research in this area Connell assesses its strengths and weaknesses and explores its implications for contemporary problems from boys education and men s health to international peacemaking Written in a lively and accessible way this book will be essential reading for all students of sociology politics and gender studies as well as anyone interested in the future of gender relations

Discourse Analysis as a Tool for

Understanding Gender Identity, Representation, and Equality Mahtab, Nazmunnessa, Parker, Sara, Kabir, Farah, Haque, Tania, Sabur, Aditi, Sowad, Abu Saleh Mohammad, 2016-06-01 Today gender and gender identity is at the forefront of discussion as the plight of women around the world and issues of gender equality and human rights have become an international concern for politicians government agencies social activists and the general public Discourse Analysis as a Tool for Understanding Gender Identity Representation and Equality provides a thorough analysis of what language use and linguistic expression can teach us about gender identity in addition to current discussions on topics related to women's rights and gender inequality Focusing on issues related to women in developing countries workplace inequalities and social freedom this publication is an essential reference source for researchers graduate level students and theorists in the fields of sociology women's studies economics and government

The Kaleidoscope of Gender Catherine G. Valentine, Mary Nell Trautner, Joan Z. Spade, 2019-03-07 The authors are proud sponsors of the 2020 SAGE Keith Roberts Teaching Innovations Award enabling graduate students and early career faculty to attend the annual ASA pre conference teaching and learning workshop The Kaleidoscope of Gender Prisms Patterns and Possibilities provides an accessible timely and stimulating overview of the cutting edge literature and theoretical frameworks in sociology and related fields in order to understand the social construction of gender The kaleidoscope metaphor and its three themes prisms patterns and possibilities unify topic areas throughout the book By focusing on the prisms through which gender is shaped the patterns which gender takes and the possibilities for social change the reader gains a deeper understanding of ourselves and our relationships with others both locally and globally Editors Catherine Valentine Mary Nell Trautner and the work of Joan Spade focus on the paradigms and approaches to gender studies that are constantly changing and evolving The Sixth Edition includes incorporation of increased emphasis on global perspectives updated contemporary social movements such as BlackLivesMatter and MeToo and an updated focus on gendered violence

Advertising Cultures Sean Nixon, 2003-04 Table of contents

Seven Lives from Mass Observation James Hinton, 2016-09-29 What was it like to live in Britain during the second half of the twentieth century In a successor to his acclaimed Nine Wartime Lives Mass Observation and the Making of the Modern Self James Hinton uses autobiographical writing contributed to Mass Observation since 1981 to explore the social and cultural history of late twentieth century Britain Prompted by thrice yearly open ended questionnaires Mass Observation's volunteers wrote about their political attitudes religious beliefs work childhoods education friendships marriages sex lives mid life crises aging the whole range of human emotion feeling attitudes and experience At the core of the book are seven biographical essays intimate portraits of individual lives set in the context of the shift towards the more tolerant and permissive society of the 1960s and the rise of Thatcherite neo liberalism as the structures of Britain's post war settlement crumbled from the later 1970s The mass observers featured in the book four women and three men are drawn from across the social spectrum wife of a small businessman teacher social worker RAF wife mechanic lorry driver City banker all active and forceful

characters with strong opinions and lives crowded with struggle and drama The honesty and frankness with which they wrote about themselves takes us below the surface of public life to the efforts of ordinary but exceptionally articulate and self reflective people to make sense of their lives in rapidly changing times Men And Masculinities Haywood, Chris,Mac an Ghaill, Mairtin,2003-01-01 Through a broad critical review of masculinity studies the book provides an original synthesis of main theories key concepts and empirical research Designed to provide an up to date guide to the field it combines the traditional sociological enquiry into the family work and education with contemporary concerns about multiple identities globalization and late modernity **Cultures of Consumption** Frank Mort,2013-04-15 Examines the construction of images of masculinity and the effect they have on identity sexuality and sexual politics Influences from black and white culture are explored as well as the ironies of class colour and sexuality Identity Politics at Work Jean Helms Mills,Albert J. Mills,Robyn Thomas,2012 This book represents the coming together of two key debates within organization studies theorizing on gender and ways of understanding resistance These debates have been given renewed vigour with the postmodern turn in organization studies and feminist theory Fusing these two literatures together offers a far deeper understanding of the issues of power subjectivity and agency Representing a growing interest in the contributions that feminist theorizing can offer to the study of organizations this book focuses on issues of gender and resistance in organizations and in particular presents theorising which attends to the dualistic debate of compliance versus resistance to offer more generative understandings of resistance **Handbook of Research in International Human Resource Management** Günter K. Stahl,Ingmar Björkman,Shad Morris,2012-01-01 Acclaim for the first edition Handbook of Research in International Human Resource Management represents a welcome contribution to IHRM literature and will be required readings for both novices and veteran researchers Dana B Minbaeva British Journal of Industrial Relations a rich array of contributors including some of the biggest names in the field Roger Bell Delta Intercultural Academy The second edition of this Handbook provides up to date insight into ground breaking research on international human resource issues today These issues are faced by multinational companies which can be as small as one person with a computer and Internet connection or as large as a medium sized country Written by the field s most distinguished researchers the book will stimulate thought for new research and provide a glimpse of where we have been and where we are going The book explores issues such as the importance of linking IHRM activities to organizational strategy and culture talent management staffing performance management leadership development diversity management international assignment and mobility issues and the role of IHRM in the management of global teams and cross border joint ventures mergers and acquisitions The Handbook illustrates that IHRM research is both theoretically deep and eclectic Drawing upon a range of paradigms and perspectives this compendium will prove invaluable for HRM scholars doctoral students and others interested in IHRM research

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