

**NEW DIRECTIONS FOR
ORGANIZATION THEORY**

Problems and Prospects

JEFFREY PFEFFER

New Directions For Organization Theory Problems And Prospects

Haridimos Tsoukas, Christian Knudsen



New Directions For Organization Theory Problems And Prospects:

New Directions for Organization Theory Jeffrey Pfeffer, 1997 Pfeffer argues that the world of organizations has changed in several important ways including the increasing externalization of employment and the growing use of contingent workers the changing size distribution of organizations with a larger proportion of smaller organizations the increasing influence of external capital markets on organizational decision making and a concomitant decrease in managerial autonomy and increasing salary inequality within organizations in the US compared both to the past and to other industrialized nations These changes and their public policy implications make it especially important to understand organizations as social entities But Pfeffer questions whether the research literature of organization studies has either addressed these changes and their causes or made much of a contribution to the discussion of public policy

New Directions for Organization Theory Jeffrey Pfeffer, 1997-06-05 In *New Directions for Organization Theory* Jeffrey Pfeffer offers a comprehensive analysis and overview of the field of organization theory and its research literature This work traces the evolution of organization studies particularly its more recent history and highlights the principle concepts and controversies characterizing the study of organizations Pfeffer argues that the world of organizations has changed in several important ways including the increasing externalization of employment and the growing use of contingent workers the changing size distribution of organizations with a larger proportion of smaller organizations the increasing influence of external capital markets on organizational decision making and a concomitant decrease in managerial autonomy and increasing salary inequality within organizations in the US compared both to the past and to other industrialized nations These changes and their public policy implications make it especially important to understand organizations as social entities But Pfeffer questions whether the research literature of organization studies has either addressed these changes and their causes or made much of a contribution to the discussion of public policy *New Directions for Organization Theory* provides a clear accessible summary of the current state of organization studies skillfully synthesizing diverse research and presenting it in an orderly insightful manner It offers suggestions for the development of the field including a call to focus more on issues of design and to use the ability to understand real phenomena to help distinguish among theoretical approaches A major scholar in the field of organization theory Jeffrey Pfeffer offers a perspective on its current state that will be of interest and value to scholars and graduate students interested in organizations

Key Concepts in Organization Theory Ann L Cunliffe, John T Luhman, 2012-08-16 From agency theory to power and politics this indispensable guide to the key concepts of organization theory is your compass as you navigate through the often complex and abstract theories about the design and functioning of organizations Designed to complement and elucidate your textbook or reading list as well as introduce you to concepts that some courses neglect this historical and interdisciplinary account of the field Helps you understand the basics of organization theory Allows you to check your understanding of specific concepts Fills in any gaps left by your course reading and Is a powerful revision tool

Each entry is consistently structured providing a definition of the concept and why it is important to theory and practice followed by a summary of current debates and a list of further reading This companion will provide you with the nuts and bolts of an understanding that will serve you not just in your organization studies course but throughout your degree and beyond Key concepts include agency theory business strategy corporate governance decision making environmental uncertainty globalization industrial democracy organizational change stakeholder theory storytelling and narrative research technology and organization structure

Theories of Macro-Organizational Behavior: A Handbook of Ideas and Explanations Conor Vibert, 2017-03-02 This book provides a comprehensive summary of the major theories meant to explain the way business and other organizations work why they look and act as they do and what makes some succeed and others fail Among the many different approaches to the subject no one school of thought accurately reflects current thinking on these issues The author presents a much needed overview of thirty of the major theories that underpin Organization Theory and Economic Organization Each theory is summarized in a stand alone fashion allowing each chapter to be used either in complement or as a separate perspective Integration of the various topics and perspectives is accomplished within section introductions and in the overall introduction and conclusion to the text The goal of this book is to inform students of the main issues confronting organizations the main theoretical ideas within the different paradigms why it is important to theorize about organizations how these theories are constructed and how learning is improved by scanning multiple perspectives It can be used as a stand alone course text or supplementary text for advanced undergraduate or graduate courses in Organization Theory

The Oxford Handbook of Organization Theory Haridimos Tsoukas, Christian Knudsen, 2005 2 How has organization theory developed over time and what structure has the field taken What assumptions does knowledge produced in organization theory incorporate and what forms do its knowledge claims take as they are put forward for public adoption 3 How have certain well known controversies in organization theory such as for example the structure agency dilemma the study of organizational culture the different modes of explanation the micro macro controversy and the different explanations produced by organizational economists and sociologists been dealt with 4 How and in what ways is knowledge generated in organization theory related to action What features must organization theory knowledge have in order to be actionable and of relevance to the world out there How have ethical concerns been taken into account in organization theory 5 What is the future of organization theory What direction should the field take What must change in the way research is conducted and key theoretical terms are conceptualized so that organization theory enhances its capacity to generate valid and relevant knowledge

21st Century Sociology: A Reference Handbook Clifton D. Bryant, Dennis L. Peck, 2007 Publisher Description

Organizational Behavior John B. Miner, 2002 The book begins with a treatment of the role of science and the nature of theory and research A discussion of the early origins and history of organizational behavior follows This is the most comprehensive coverage of how organizational behavior emerged and grew It presents and evaluates the

first generation theorists whose work began during the first 20 years The subject matter covered is motivation leadership and organizational decision making The institutional culture of organizational behavior is discussed and a vision for the future of the field is stated Here the early history and the evidence from the theories are brought together in an effort to assess the identity of organizational behavior and where it might be headed

The SAGE Handbook of Management Learning, Education and Development Steven J Armstrong, Cynthia V Fukami, 2009-05-07 The scholarship of management teaching and learning has established itself as a field in its own right and this benchmark handbook is the first to provide an account of the discipline Original chapters from leading international academics identify the key issues and map out where the discipline is going Each chapter provides a comprehensive and critical overview of the given topic area highlights current debates and reviews the emerging research agenda Chapters embrace the study of organizations as a whole the concepts of individual and collective learning the delivery of formal management education and the facilitation of management development Through consideration of these themes the Handbook analyzes promotes and critiques the contribution of management learning education and development to management understanding It will be an invaluable point of reference for all students and researchers interested in broadening their understanding of this exciting and dynamic new field

The Oxford Handbook of Arts and Cultural Management Yuha Jung, Neville Vakharia, Marilena Vecco, 2024 The Oxford Handbook of Arts and Cultural Management surveys contemporary research in arts and cultural management fulfilling a crucial need for a curated high quality first line resource for scholars by providing a collection of empirical and theoretical chapters from a global perspective With a focus on rigorous and in depth contributions by both leading and emerging scholars from international and interdisciplinary backgrounds the Handbook presents established and cutting edge research in arts and cultural management and suggests directions for future work

Organizations and Organizing W Richard Scott, Gerald F Davis, Gerald Davis, 2015-08-07 This broad balanced introduction to organizational studies enables the reader to compare and contrast different approaches to the study of organizations This book is a valuable tool for the reader as we are all intertwined with organizations in one form or another Numerous other disciplines besides sociology are addressed in this book including economics political science strategy and management theory Topic areas discussed in this book are the importance of organizations defining organizations organizations as rational natural and open systems environments strategies and structures of organizations and organizations and society For those employed in fields where knowledge of organizational theory is necessary including sociology anthropology cognitive psychology industrial engineering managers in corporations and international business and business strategists

Organizational Processes and Received Wisdom Daniel J. Svyantek, Kevin T. Mahoney, 2014-03-01 This Research in Organizational Sciences volume to explore and question the received wisdom of organizational sciences The chapters in this volume and the companion volume seek to establish boundary conditions for important organizational constructs and processes They illustrate the importance of context for

interpreting the received wisdom of organizational science by showing when constructs must be adapted to changing circumstances The volume begins with four chapters looking at the construct of leadership Each of these addresses an important aspect of our understanding of leadership and its practice The four chapters on leadership are followed by five chapters dealing with other organizational processes including motivation organizational change the role of diversity in organizations and organizational citizenship The last three chapters deal with the issue of knowledge in large systems Two chapters address how information may be transmitted across organizations and generations of workers The final chapter deals with the use of information by organizational decision makers The 12 papers in this volume all in some way question received wisdom and present alternatives which expand our understanding of organizational behavior These chapters each strive to present new ways of understanding organizational constructs and in so doing reveal how received wisdom does not always lead to best practice in research or application It is our hope that these chapters illustrate how challenging received wisdom in organizational studies can provide new ways of thinking about organizational processes These new ways of thinking in turn can provide better understanding of the processes necessary to increase organizational effectiveness

Operativity And Typicality Thomas Drepper, 2023-08-09 The present text discusses sense theoretical foundations of recent organizational research and makes them visible by analyzing epistemological terms of current discourses in organizational science cognition institution practice culture communication semantics In a further step communication is discussed as an operative guiding concept for understanding organizational reproduction and networking and applied to various organizational phenomena managementization standardization circulation of ideas translation design This book thus sees itself both as a contribution to theory development in organizational research and as a contribution to the research field of world society and organization Overall the individual studies in this text discuss and explore the relevance of an epistemological social and societal foundation of organization theory on the basis of an operational theory of meaning This book is a translation of an original German edition The translation was done with the help of artificial intelligence machine translation by the service DeepL com A subsequent human revision was done primarily in terms of content so that the book will read stylistically differently from a conventional translation

The Emerald Handbook of Management and Organization Inquiry David M. Boje, Mabel Sanchez, 2019-06-06 The Emerald Handbook of Management and Organization Inquiry provides new and innovative insights into the field of management and organization inquiry It provides extensive coverage of the 7S structure that has been so transformational for the field Storytelling System Sustainability Science Spirit Spirals and Sociomateriality

Carnegie goes to California Christine M. Beckman, 2021-10-26 This volume highlights and builds on many of the complements and alternatives to rationality that March articulated a technology of foolishness garbage can models of decision making a logic of appropriateness organizational learning and a variety of models of chance and luck

Business Analytics Dinabandhu Bag, 2016-11-10 This book provides a first hand account of business analytics and its

implementation and an account of the brief theoretical framework underpinning each component of business analytics The themes of the book include 1 learning the contours and boundaries of business analytics which are in scope 2 understanding the organization design aspects of an analytical organization 3 providing knowledge on the domain focus of developing business activities for financial impact in functional analysis and 4 deriving a whole gamut of business use cases in a variety of situations to apply the techniques The book gives a complete insightful understanding of developing and implementing analytical solution

Organizational Behavior 2 John B. Miner, 2015-06-01 This comprehensive text provides a detailed review and analysis of the building block theories in the macro organizational behavior field John Miner has identified the key theories that any student or scholar needs to understand to be considered literate in the discipline Each chapter includes the background of the theorist represented the context in which the theory arose the initial and subsequent theoretical statements research on the theory by the theory's author and others including meta analysis and reviews and practical applications Special features including boxed summaries of each theory at the beginning of each chapter two introductory chapters on the scientific method and the development of knowledge and detailed comprehensive references help make this text especially useful for every student and scholar in the field

Bits of Organization Alison Pullen, Carl Rhodes, 2009 The academic study of organizations is in a condition of heterodoxy where diverse methods and theories collide and compete gathered together only in the broken net of a name This book assembles some of the bits that break off in the process of this collision It plays with the already contested boundaries correct images and correct narratives of a legitimate organization studies so as to attest to a destabilization of any theory and method that would desire to capture reproduce and indoctrinate knowledge The book brings together a group of original thinkers and writers who push the boundaries of innovative and unconventional work as governed by prevailing standards in the dominant bastions of organization studies

Hybrid Virtual Teams in Shared Services Organizations Thomas Afflerbach, 2019-11-25 This book focuses on virtual teams which are fraught with cooperation problems It offers novel insights into how team members experience and overcome these problems by empirically studying hybrid virtual teams in Shared Services Organizations It firstly enhances the reader's understanding of contextual challenges relating to cooperation and shows how members of such teams experience faultlines through distance disconnection through reliance on communication technology and discontinuity through temporality of team composition Secondly it explores how they use 22 practices to overcome the cooperation problem which can be categorized as strategies of identity constructing trusting and virtual peer monitoring Lastly the study analyzes the role of technology demonstrating that state of the art media can facilitate but not ensure the use of these strategies and practices As such the book has implications for both researchers and practitioners

The Management of Meaning in Organizations S. Magala, 2009-02-25 Historical translations and underground transfers of knowledge and values between cultural domains merit more attention This book discusses the past present and future of meaning It shows how management of meaning in

organizations fuels sociocultural evolution in complex societies changing semantic fields of possible meanings ahead

Leadership in Education Russ Marion, Leslie D. Gonzales, 2013-06-12 With new coauthor Leslie Gonzales Russ Marion maintains the tradition of well balanced well researched and lively discussions of classic and contemporary leadership theories and their applications The extensively revised Second Edition adds coverage of leader member exchange theory sensemaking group conflict and critical race and critical feminist perspectives as well as a fuller treatment of transformational leadership The authors begin with a brief look at the pros and cons of general entity and collectivist based approaches to leadership reflecting key debates in the leadership literature Next readers encounter the history and applications of specific entity based theories followed by a discussion of conflict theory which provides an apt transition to the exploration of collectivist ideas The book finishes with coverage of critical theory institutionalism and population ecology theories that focus more on the organizational context for leadership than on leadership styles Throughout this updated edition the authors use metaphors and real world examples from inside and outside educational contexts Numerous figures case studies roundtable discussions group activities and reflective exercises engage readers and accelerate learning Link Forward and Link Back sections reference upcoming or previous chapters to show that theories are dynamic *Leadership in Education* Second Edition raises the bar for understanding and reinforcing practical applications of various theories in settings and situations that school administrators are likely to encounter

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