

Managing like a Man

Women and Men in Corporate Management



Judy
Wajcman

Managing Like A Man Women And Men In Corporate Management

John Bratton



Managing Like A Man Women And Men In Corporate Management:

Managing Like a Man Judy Wajcman, 2013-05-03 Why can't a man be more like a woman seems to be the catchcry of modern management gurus. They claim to be revaluing feminine soft skills as qualities necessary for corporate success. This book looks behind the rhetoric and investigates the gender relations of senior management in a post equal opportunities world. The proportion of women managers has risen dramatically in the last twenty years yet there are still very few women getting to the top. Based on a major study of five multinational corporations with model equality policies, this book takes a critical look at women's and men's experience in a changing corporate climate. Wajcman brings to bear feminist theories on equality and difference in employment together with organisational analysis in her assessment of whether women really do bring a distinct feminine style of management to tomorrow's organisations. The main focus is on the process of masculine organizational culture that sexualizes women and excludes them from senior management. But how comfortable are men with the masculinity of management? This book presents fascinating material on the private lives of managers and looks at the interconnections between home and work for men as well as women. The author reveals how relations between the sexes are negotiated in the corridors of power and at the kitchen sink. The book will be of interest to undergraduates, postgraduates and academics in the fields of sociology, gender studies and management.

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 **Lesbians and Work** Pamela Brand, 2013-09-13 What differences and similarities exist at work between lesbian women in various careers around the world **Lesbians and Work The Advantages and Disadvantages of Comfortable Shoes** answers this crucial question providing respected authorities presenting qualitative research methods to closely examine lesbian women's working lives This insightful resource discusses the variability among lesbians in their experiences of and responses to workplace heteronormativity and cites the similarities among this population across geographical and national boundaries Presented in their own words these women's viewpoints reveal a wide spectrum of experiences both advantages and disadvantages of being a lesbian woman in the workplace This book provides international perspectives on lesbians and work that can help readers making career choices to consider sexual orientation issues in choosing their career path The book also can be used by human resource professionals as a resource to learn how to better manage sexual diversity in the workplace provide effective training development programs to address sexual prejudice alter benefits requirements for employees and avoid discrimination lawsuits This book is a valuable resource for human resource managers college professors in women's studies lesbian studies psychology and their students and career counselors The book was published as a special issue of the *Journal of Lesbian Studies*

Men and Development, 2012-09-13 A wide ranging volume featuring contributions from some of today's leading thinkers and practitioners in the field of men masculinities and development Together contributors challenge the neglect of the structural dimensions of patriarchal power relations in current development policy and practice and the failure to adequately engage with the effects of inequitable sex and gender orders on both men's and women's lives The book calls for renewed engagement in efforts to challenge and change stereotypes of men to dismantle the structural barriers to gender equality and to mobilize men to build new alliances with women's movements and other movements for social and gender justice

Knowing Her Place Valerie Bevan, Caroline Gatrell, 2017-12-29 More women are studying science at university and they consistently outperform men Yet still significantly fewer women than men hold prestigious jobs in science Why should this occur What prevents women from achieving as highly as men in science And why are so few women positioned as creative genius research scientists Drawing upon the views of 47 female and male scientists Bevan and Gatrell explore why women are less likely than men to become eminent in their profession They observe three mechanisms which perpetuate women's lowered place in science subtle masculinities whereby certain forms of masculinity are valued over womanhood motherhood in which women's potential for maternity positions them as other and the image of creative genius which is associated with male bodies excluding women from research roles

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.

Gender and Communication at Work Marilyn J. Davidson, 2016-04-15. Written by leading researchers from four continents, this book offers a broad and contemporary assessment of the ways in which gender affects workplace communication and how this in turn influences people's choices, training opportunities and career development. A range of work situations are considered, including communication within the normal routine, in a crisis or under pressure, and during those occasions important for career development, and examples are sourced from a variety of contexts including international business, leadership, service work and computer-mediated communication. *Gender and Communication at Work* includes a diversity of theoretical perspectives in order to most successfully map the range of communication strategies, identities and roles which impact upon and are influenced by gender at work.

Men and Masculinity: The Basics Nigel Edley, 2017-05-12. *Men and Masculinity: The Basics* is an accessible introduction to the academic study of masculinity which outlines the key ideas and most pressing issues concerning the field today. Providing readers with a framework for understanding these issues, it explores the ways that masculinity has been understood in the Social Sciences and Humanities to date. Addressing theories which view masculinity as being in a permanent state of flux and crisis, it explores such problem areas as the male body, men and work, men and fatherhood, male sexuality, male violence. With a glossary of key terms, case studies reflecting the most important studies in the field of masculinity research and suggestions for further study, *Men and Masculinity: The Basics* is an essential read for anyone approaching the study of masculinity for the first time.

Gender and Educational Leadership in Greece Emmy Papanastasiou, 2024-06-27. Worldwide women constitute the majority of the teaching force but men are more likely to achieve

headship Internationally a number of scholars working within sociology and the sociology of education have focused on the continued influence of gender on the shaping of identity and choices in relation to leadership work and home But in Greece the under representation of women in educational leadership has received limited attention Why are there so few women in educational leadership How are leadership and gender constructed by men and women head teachers and teachers Are the perceptions of men and women different and gendered What is the future for women in leadership in Greece Emmy Papanastasiou uses qualitative data from interviews with men and women head teachers and teachers in Greece and analyzes them using a feminist social constructionist framework to provide some answers to these key questions In doing so the book sheds light on social cultural and political factors that influence women s potential advancement in educational leadership

Gender, Teaching and Research in Higher Education Gillian Howie,Ashley Tauchert,2019-04-09 Gender Teaching and Research in Higher Education presents new insights and research into contemporary problems practical solutions and the complex roles of teaching and learning in the international academy Drawing together new research from contributors spanning a range of international and interdisciplinary perspectives this book discusses topics of particular importance in the UK USA Australasia and South Africa including curriculum boundary disciplines and research assessments the Higher Education institution educational practice authority and authorization teaching and counselling Discussion of quality audits curriculum modifications teaching certificates and other key topics add to this book s value in informing current debate and providing valuable research aids for education into the 21st Century **Revealing and Concealing Gender** P. Lewis,R. Simpson,2010-02-03 Issues of visibility and invisibility are becoming increasingly apparent in gender research in organizations This book will not only further develop current theoretical ideas around being seen and unseen within organizations but will also provide us with the opportunity to problematize the concepts of visibility and invisibility

Roadblocks to Equality Jeffery Klaehn,2009 Explores women s experiences within contemporary society in a domestic and global context Key Issues in Women's Work Catherine Hakim,2016-09-17 Women s employment is one of the most widely discussed and often misunderstood issues of modern society Are women today oppressed or do they have the best of both worlds Do women have to go out to work to gain equality with men or do they already do more than their share of domestic work caring work and voluntary work as well as work in the informal economy Do women seek careers on the same terms as men or are they content to be dependent wives or secondary earners taking jobs on a short term basis How important is job segregation in explaining the 20% pay gap between men and women Have equal opportunities laws had any real impact Are women in Europe lagging behind or are they at the forefront of developments in modern societies This new updated edition of Catherine Hakim s classic text addresses all the key issues currently debated in relation to women s work in the domestic sphere as well as paid employment Dr Hakim tests the power of patriarchy theory and preference theory against economic theories Sex discrimination work life balance part time work flexible hours homeworking career patterns across the life cycle

labour mobility labour turnover the returns to education occupational segregation the pay gap the glass ceiling and the impact of European Union policies are all considered Analysis of historical developments over the twentieth century based on censuses is complemented by case studies of people working in occupations undergoing dramatic change Throughout the book comparisons are drawn between the USA Britain other European countries Canada Australia and also China Japan and other Far Eastern societies The analysis draws on sociology economics psychology labour law history and social anthropology to conclude that the diversity of women s life goals and lifestyle preferences is increasing This explains the growing polarisation of women s employment and many contradictory recent research results

Work and Organizational Behaviour
John Bratton, 2020-11-18 Critical and accessible the new edition of this bestselling textbook offers valuable insight into contemporary management practices and encourages readers to reflect on the realities of the workplace *Work and Organizational Behaviour* takes a unique and well rounded approach exploring key theories and topics through the lenses of sociology psychology ethics and sustainability Firmly embedded in the latest research and the wider geopolitical environment this new edition places OB in the context of climate change the rise of unstable working conditions and the impact of new technologies A strong suite of pedagogy supports student learning demonstrating key theories in action and preparing readers for the real world of work Cases and features illustrate contemporary organizational practices and their impact across the world in a range of industries With streamlined content an improved structure and an enhanced focus on leadership *Work and Organizational Behaviour* is an essential companion for OB modules at undergraduate postgraduate and MBA levels New to this Edition New chapters on Work and the gig economy and Human resource management New decision making scenarios helping readers to develop practical leadership skills 200 new references to recent academic literature Inclusion of important contemporary topics including Covid 19 and the gig economy Coverage of new technologies including the impact of AI robots remote working and big data Increased coverage of corporate social responsibility and ethics New end of chapter cases Reality of Work features and Globalization and Organization Behaviour features Accompanying online resources for this title can be found at [bloomsburyonlineresources.com/work-and-organizational-behaviour-4e](https://www.bloomsburyonlineresources.com/work-and-organizational-behaviour-4e) These resources are designed to support teaching and learning when using this textbook and are available at no extra cost

Gender, Health and Healthcare Jacqueline H. Watts, 2016-03-09 Health status and the experience of working in health care roles are both strongly shaped by gender and although there have been attempts to incorporate gender awareness in both health and employment policies the significance of gender in these areas continues to be marginalised within public debates and academic discourses Taking a social constructionist perspective Watts considers the ways in which gender impacts upon health in all its elements including access technology professionalisation health promotion and health as an important sector of the labour market She discusses gender as a developing and diversified category exploring ideas about masculinity and the fluidity of gender boundaries in determining individual identity Chapters that follow discuss men s and

women's health ideology of gender and health specifically exploring different social norms and ideas about male and female health and the dominant ideological association between femaleness and caring working for health with particular focus on the gendered interplay of caring and curing roles technology and changes to gender health and healthcare health promotion as a gendered activity and finally the importance of introducing an intersectional approach beyond gender to articulate a deeper understanding of health in a postmodern context The concluding chapter draws together these themes to underscore the importance of placing gender at the centre of health and health care delivery to fully take account of both the different life and health experiences of men and women and the gendered dimensions of working in health care

Organizational Behaviour Daniel King, Scott Lawley, 2022 Have you ever wondered what motivates some people to work for free what the future of work will look like in a post pandemic world why organizational values and culture are so critical to success The authors explore the answers to these questions and more in this bestselling introduction to organizational behaviour Featuring the flagship Junction Hotel running case study this text is the most practical critical and complete guide to the subject The authors have extensively revised this fourth edition to make it more relevant than ever before A new chapter on equality diversity and inclusion plus cutting edge material on wellbeing in the workplace the climate crisis ethics in leadership and much more reflect the importance of these issues to people and organizations today Hear first hand from twelve key professionals as they explain in bespoke video interviews woven throughout the enhanced e book why leadership teamwork and responsible business practice are crucial in the workplace For the fourth edition a greater global range of examples is provided through the real life cases including new examples from Brewdog Muji and COP26 all of which help you make the connection between theory and practice This book is accompanied by the following online resources For students Practitioner interviews Author videos Self test MCQs with answer feedback Study skills guides Guided readings of key research Extension material Links to additional resources Flashcard glossary For lecturers Seminar activities including tutor notes and student worksheets PowerPoint presentations Test bank Additional case studies Junction Hotel Culture Report Figures from the text

Britain At Work Mark Cully, Andrew O'Reilly, Gill Dix, 1999-03-16 Britain at Work presents a detailed analysis of the 1998 Workplace Employee Relations Survey the largest survey of its kind ever conducted

Gender in Transnational Knowledge Work Helen Peterson, 2016-09-23 This is the first edited book on gender issues in transnational business cooperation concerning knowledge work This area has so far been researched mainly by organizational theorists with their background in business studies finance communication or sociology and gender has seldom been taken into account in these studies This book shows how fruitful a gendered take on issues within this area is both for a deepened understanding of these organizational issues and for a widened understanding of gender issues The chapters in the book cover a range of themes from a gender perspective culture communication identity work structures organizational change globalization mobility resistance leadership and management international business work life balance

education and labour market policies and value systems The chapters also demonstrate the multidisciplinary within gender research itself and how different perspectives on gender can be combined and developed They on the social constructionist approach of doing gender feminist organization theory gendered discourse analysis techno feminism and critical studies on men and masculinities The book provides insights relevant for some of the relevant debates in business economics geography sociology and gender and women s studies While primarily a research volume the book is also useful for people who develop and manage transnational business relations

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

The Values of Bureaucracy Paul Du Gay, 2005 This book describes and analyzes the impact of contemporary programmes of organizational reform in the public and private sectors on bureaucratic structures

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