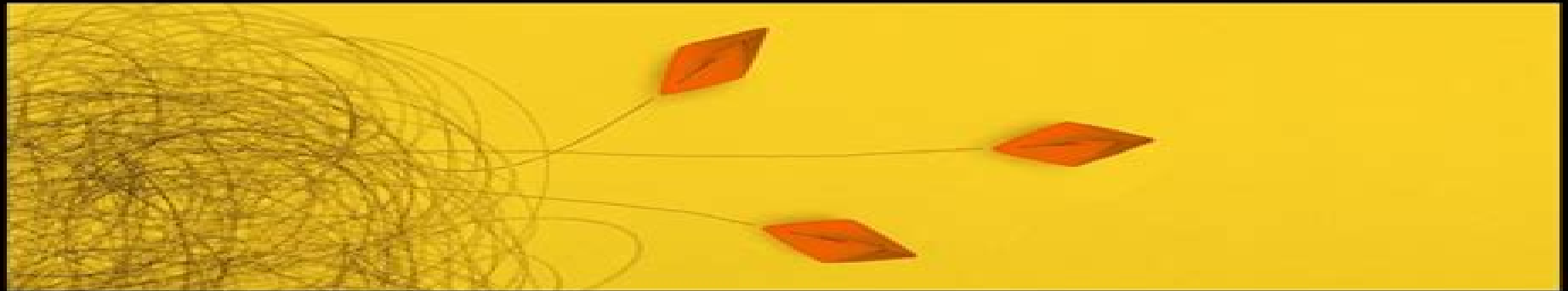


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to virtue especially in organizations The pursuit of virtue as opposed to the bottom line remained outside the acceptable domain of practising managers faced with economic pressures and stakeholder demands Concepts such as efficiency return on investment ROI and competitive advantage were emphasized over more virtuous concerns such as caring compassion integrity and wisdom The Virtuous Organization fills this void by presenting paradigm shifting insights of leading scholars that have the potential to change the face of management thinking and practice for both this and future generations **The Oxford Handbook of Phenomenologies and Organization Studies** François-Xavier de Vaujany, Jeremy Aroles, Mar Pérezts, 2023 Phenomenologies are a major stream of philosophy Our aim with this handbook is to explore critically and reflexively the plurality of phenomenologies and their becoming in the context of Management and Organization Studies We detail in the introduction the genealogy of the phenomenological moment and make a distinction between four streams of phenomenologies phenomenology as a phenomenological moment post phenomenologies anti phenomenologies and non phenomenologies Beyond many clichés about phenomenologies we argue that phenomenologies cultivate critical perspectives ontologies and even for some of them metaphysics that make them particularly interwoven with other philosophical traditions We draw implications for Management and Organization Studies as a field Making Sense of the Organization Karl E. Weick, 2001 Organization Change W. Warner Burke, Wyatt Warner Burke, 2010-11-29 Key Features *Organizing Words* Yiannis Gabriel, 2008-10-30 Organizing Words presents a series of essays on some 220 widely used and much debated terms in the social sciences and organization studies Each essay explores the meanings and uses of the word and also the controversies they have sparked The book aims to be a first port of call for students researchers and scholars who wish to familiarize themselves with these key ideas and use them in their own work The book is neither an encyclopaedia nor a dictionary but a thesaurus As such it combines both the original meaning of a thesaurus as a treasure trove with its more contemporary characteristics of an accessible and practical resource Primarily aimed at those interested in social and organizational studies it will appeal to all those interested in the human sciences It does not claim to be canonical or all inclusive but each entry seeks to enlighten and help without patronizing or obscuring disagreements and difficulties The book seeks to be reassuring without being complacent or comfortable to be authoritative without being doctrinaire and to be critical without being destructive Words help us express ourselves and make sense of our experiences and our actions and they help us to organize ourselves our thoughts and our universe Organizing Words will be an invaluable resource for essay writing and a useful tool in planning and carrying out projects and dissertations Most of the entries have been written by Yiannis Gabriel with 40 essays coming from other experts in particular areas *Understanding Organization as Process* Tor Hernes, 2007-09-27 Coming to grips with the actual complexity and fluidity of organization and management is a persistent problem for scholars and practitioners alike which is why process issues have received renewed interest in recent years This book aimed at scholars and higher level students frames some of these issues in novel and instructive ways Discourse and

Organization David Grant, Tom W Keenoy, Cliff Oswick, 1998-09-28 This major work from renowned scholars in the field analyzes the role of language and symbolic media and shows how this enables us to move to new levels of understanding of contemporary organizational issues An introductory chapter examines the role and growing importance of discourse in the study of organizations It critically evaluates the contributions of various disciplines and defines organizational discourse as a subject area The chapters in the first section Talk and Action explore the relationship between discourse action and interaction and their impact on organizational structure and behaviour Stories and Sensemaking focuses on the analytical potential of the story as a means of illuminating the ways in      The SAGE Handbook of Process Organization Studies Ann Langley, Haridimos Tsoukas, 2016-12-14 The SAGE Handbook of Process Organization Studies provides a comprehensive and timely overview of the field This volume offers a compendium of perspectives on process thinking process organizational theory process research methodology and empirical applications The emphasis is on a combination of pedagogical contributions and in depth reviews of current thinking and research in each of the selected areas combined with the development of agendas for future research The Handbook is divided into five sections Part One Process Philosophy Part Two Process Theory Part Three Process Methodology Part Four Process Applications Part Five Process Perspectives

*Designing Organization Design* Rodrigo Magalhães, 2020-10-16 As a topic organization design is poorly understood While it is featured in most management books as a chapter dedicated to organizational structures it is unclear whether organization design is a one off event or an ongoing process Thus it has traditionally been understood to be the same as an organizational configuration with neat lines of communication and distribution of responsibilities following pre set typologies Yet what can be said to constitute organizational structure in this first half of the 21st century The extraordinary growth of digital communications the decreasing relevance of hierarchical bureaucracies and the general demise of command and control have all but decimated the traditional notion of organizational structure Organization design needs a theoretical revamping Using a mix of design and social science theories and concepts Rodrigo Magalhães outlines a new human centric interpretation of design design principles and design culture He puts forward a paradigm where the organization for purposes of its design is considered to be a social actor in a permanent state of transformation with significant repercussions for social and economic life He also proposes a model of leaderful organization design distinguished as practice based guided by values of democratic participation and driven by design logics which places meaning making and meaning taking at the center of organizational life and can be adopted and adapted to suit different environments      **Performance Comparison and Organizational Service Provision** Christopher Dorn, 2021-01-31 Exploring the mechanisms underlying performance comparisons Performance Comparison and Organizational Service Provision investigates how such assessments shape hospitals service provision and medical professionals work With a focus on U S health care this study outlines how medical quality was defined and compared in the hospital sector from the late 19th century to the present Developing a novel

theoretical framework to investigate performance comparisons several different forms of internal and external performance assessments are contrasted throughout this period The transformative effects of these comparisons on hospitals relationships to patients insurers regulators and staff are analyzed and their ramifications for current hospital care are explored Drawing on this analysis the book examines the controversial nature of these measures and the struggles among hospital managers patients physicians and policy makers to determine hospital quality Affording a deeper understanding of how performance comparisons influence organizational service provision the book will be of interest to researchers in a broad range of fields including organization studies accountability and evaluation health care and policy research as well as practitioners in hospital care and management

**Handbook of Organizational Culture and Climate** Neal M. Ashkanasy, Celeste P M Wilderom, Mark F. Peterson, 2000 The Handbook of Organizational Culture and Climate provides an overview of current research theory and practice in this expanding field The editorial team and the authors come from diverse professional and geographical backgrounds and provide an unprecedented coverage of topics relating to both culture and climate of modern organizations Well known editors Neal Ashkanasy Celeste P M Wilderom and Mark F Peterson lend a truly international perspective to what is the single most comprehensive and up to date source on the growing field of organizational culture and climate In addition the Handbook opens with a foreword by Andrew Pettigrew and two provocative commentaries by Ben Schneider and Edgar Schein and concludes with an invaluable set of combined references Publisher **Organization**

**Design** Naomi Stanford, 2018-06-14 Organization Design looks at how to re design an organizational system in order to increase productivity performance and value and provides the knowledge and methodology to design an adaptive agile organization capable of handling the kind of continuous organizational change that all businesses face The book clarifies why and how organizations need to be in a state of readiness to design or redesign and emphasizes that people as well as business processes must be part of design considerations With an enhanced international focus this third edition includes new material on organization design theories designing ethical diverse and inclusive organizations the role of leaders in organization design work organization design in public sector organizations and evaluating the success of an organization design project This book is a must read for students or practitioners involved in organizational design development and change Debating Organization Robert Westwood, Stewart Clegg, 2009-02-04 This volume introduces readers to the central debates of organization studies through a series of point and counterpoint debates by major figures in the field Introduces readers to the central tensions and debates of organization studies Celebrates the productive heterogeneity of the field by placing competing perspectives side by side Includes contributions from major figures in the field Structured in an innovative point and counterpoint format

*Beyond New Media* Art Herbig, Andrew F. Herrmann, Adam W. Tyma, 2014-11-14 Beyond New Media Discourse and Critique in a Polymediated Age examines a host of differing positions on media in order to explore how those positions can inform one another and build a basis for future engagements with media theory research and

practice Herbig Herrmann and Tyma have brought together a number of media scholars with differing paradigmatic backgrounds to debate the relative applicability of existing theories and in doing so develop a new approach polymediation Each contributor's disciplinary background is diverse spanning interpersonal communication media studies organizational communication instructional design rhetoric mass communication gender studies popular culture studies informatics and persuasion Although each of these scholars brings with them a unique perspective on media's role in people's lives what binds them together is the belief that meaningful discourse about media must be an ongoing conversation that is open to critique and revision in a rapidly changing mediated culture By studying media in a polymediated way Beyond New Media addresses more completely our complex relationship to media in our everyday lives Writing Organization Carl Rhodes, 2001-01-01 Carl Rhodes examines the implicit power of writing and authorship that is at play when people and organisations are represented in research To explore this the book reports a research project in the area of organisational storytelling that investigates how people in one organisation used stories to represent their own learning experiences from the implementation of a quality management program This research is written in three principal genres autobiography ethnography and a fictional short story These representational strategies are reviewed to examine how different genres effect authority in different ways Drawing extensively on the work of Mikhail Bakhtin and on writers associated with postmodernism and poststructuralism the book offers a challenging discussion of what organisational research might be when the notion of the equivalence of reality and representation is radically questioned

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