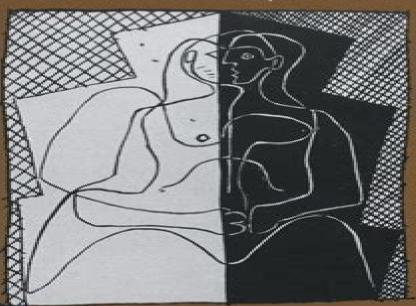
# Managing like a Man

Women and Men in Corporate Management



Judy Wajcman

# Managing Like A Man Women And Men In Corporate Management

Jeffery Klaehn

#### 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 catchery 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 Managing in the Modern Corporation John Hassard, Leo McCann, Jonathan Morris, 2009-10-22 This books is an examination of the effects of organizational restructuring Managing Professional Identities Mike Dent, Stephen Whitehead, 2013-04-15 This book in large corporations 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 The Oxford Handbook of Gender in Organizations Savita Kumra, Ruth Simpson, Ronald J. and post modernism Burke, 2014 This Handbook focuses on organizations and the way in which their processes and practices systematically work to produce gender inequities Impact of Diversity on Organization and Career Development Hughes, Claretha, 2014-11-30 Today s workforce represents individuals of various backgrounds and experiences The influence of such individuals is becoming an important component in the workplace and researchers continue to explore the challenges of understanding the connection between employee profiles and the overall success of a company Impact of Diversity on Organization and Career Development brings together a reflective discussion on the previous approaches and strategies of companies in relation to the paradigm shift in workplace equity of today s workforce By examining both old and new strategies the research included in this publication will present a unique approach for future company enhancement and

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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 m otherhood 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 Handbook of Studies on Men and Masculinities Michael S. Kimmel, Jeff Hearn, Raewyn from research roles 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

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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 Kev 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

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