

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 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.

Managing in the Modern Corporation John Hassard, Leo McCann, Jonathan Morris, 2009-10-22 This book is an examination of the effects of organizational restructuring in large corporations.

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.

The Oxford Handbook of Gender in Organizations Savita Kumra, Ruth Simpson, Ronald J. 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

employee success This publication is an essential reference source for researchers practitioners managers and students interested in the effects of multicultural representation on both a company and its employees through professional growth and advancement

Every American an Innovator Matthew Wisnioski, 2025-05-13 A landmark cultural history that reveals how the relentless pursuit of innovation has transformed our society our institutions and our inner selves For half a century innovation served as a universal good in an age of fracture That consensus is cracking While the imperative to innovate for a better future continues to fuel systemic change around the world critics now assail innovation culture as an engine of inequality or accuse its do gooders of woke groupthink What happened Drawing on a decade of research *Every American an Innovator* by Matthew Wisnioski investigates how innovation a once obscure academic term became ingrained in our institutions our education and our beliefs about ourselves Wisnioski argues that innovation culture did not spring from the digital revolution nor can it be boiled down to heroic entrepreneurs or villainous capitalists Instead he reveals the central role of a new class of experts in spreading toolkits and mindsets from the cornfields of 1940s Iowa to Silicon Valley tech giants today This group of engineers philosophers bureaucrats and business leaders posited that innovators were society's most important change agents and remade the nation in their image The innovation culture they built transcended partisan divisions and made strange bedfellows Wisnioski shows how Kennedy era policymakers inspired President Nixon's dream of a Nobel Prize for innovators how anti military professors built the first university incubators for entrepreneurs how radical feminists became millionaire consultants how demands for a rust belt manufacturing renaissance inspired theories of a global creative class how programs that encouraged girls and minority children to pursue innovative lives changed the nature of childhood play and why the innovation consensus is now in dispute

Neoliberalism, Personhood, and Postsocialism Nicolette Makovicky, 2016-04-22 Despite a growing literature debating the consequences of neo liberal political and economic policy in the former Eastern bloc the idea of neo liberal personhood has so far received limited attention from scholars of the region Presenting a range of ethnographic studies this book lays the groundwork for a new disciplinary agenda by critically examining novel technologies of self government which have appeared in the wake of political and economic liberalization *Neoliberalism Personhood and Postsocialism* explores the formation of subjectivities in newly marketized or marketizing societies across the former Eastern Bloc documenting the rise of the neo liberal discourse of the enterprising self in government policy corporate management and education as well as examining the shifts in forms of capital amongst marginal capitalists and entrepreneurs working in the grey zone between the formal and informal economies A rich investigation of the tools of neo liberal governance and the responses of entrepreneurs and families in changing societies this book reveals the full complexity of the relationship between historically and socially embedded economic practices and the increasing influence of libertarian political and economic thought on public policy institutional reform and civil society initiatives As such it will appeal to anthropologists sociologists and geographers with interests in political

discourse identity entrepreneurship and organizations in post socialist societies **Women, Men, Work and Family in Europe** R. Crompton,S. Lewis,C. Lyonette,2007-04-11 Social changes including an increase in dual earner families declining fertility and growing problems of work life balance are underway as more women particularly mothers enter and remain in paid employment The authors explore this in a number of European countries Britain France The Netherlands Finland Norway Sweden and Portugal **Roadblocks to Equality** Jeffery Klaehn,2009 Explores women s experiences within contemporary society in a domestic and global context Political and Civic Leadership Richard A. Couto,2010-09-14 This work within The SAGE Reference Series on Leadership provides undergraduate students with an authoritative reference resource on political and civic leadership This 2 volume set focuses on the 100 most important topics issues question and debates specific to politics and civic society Entries provide students with more detailed information and depth of discussion than typically found in an encyclopedia entry while avoiding much of the jargon detail and density one might find in a journal article or a research handbook chapter Key Features Includes entries written by a global panel of renowned experts Offers broad coverage of important of the moment topics related to political and civic leadership including explorations of the personalities and environments of political leaders leadership roles in governance and allegiance citizen activists and civic engagement political campaigning urban politics and leadership public management ethics in politics policy development and implementation executive management of public opinion political speechmaking and the bully pulpit congressional leadership crisis management and more Considers the history of political and civic leadership with examples from the lives of pivotal figures as well as the institutional settings and processes that lead to both opportunities and constraints unique to the political realm Provides students with more depth than usual encyclopedic entries while avoiding the jargon detail and density of more advanced works Features an approachable and clear writing style with appeal to undergraduate researchers and offers a list of further readings after each entry as well as a detailed index and an online version of the work to maximize accessibility for today s students Ways of Living P. Blyton,B. Blunsdon,K. Reed,A. Dastmalchian,2009-11-18 This international collection explores aspects of lifestyle and identity societal influences on ways of living the relevance of social networks and geographic communities for lifestyle choices and the significance of organisational policies and practices for lifestyle outcomes **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 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 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, 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 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

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