



Nils Brunsson **The
Organization
of Hypocrisy**

Talk, Decisions and Actions in Organizations

Organization Of Hypocrisy Talk Decisions And Actions In Organizations

Joanne Martin



Organization Of Hypocrisy Talk Decisions And Actions In Organizations:

The Organization of Hypocrisy Nils Brunsson, 1992-03-26 Based on a series of empirical studies spanning several years this book explores the ways in which organizations produce ideology and how the tension between ideology and action can actually benefit organizational legitimacy and survival Through interviews with managers and analysis of numerous organizations the author examines the roles that individuals play in legitimizing the role of institutions and how the relationship between action and politics within institutional environments determines their structure and policies *A Discursive Approach to Organizational and Strategy Consulting* Wolfgang Schnelle, 2008 People who strive to set things in motion within corporations and organizations be it as managers or consultants encounter stubborn resistance Even though new strategies have been adopted the desired changes do not materialize A reorganization that was intended to finally produce clarity creates only a new round of confusion Wolfgang Schnelle co founder of the consulting firm Metaplan learned from four decades of experience in the field that it pays to think of organizations and strategy within the context of opinions interests and power and trust relationships His approach draws on organizational sociology and helps to shed light on the diverse realities of the players involved If anything is to be accomplished these realities must be moved toward convergence Organizational and strategy consultants using a discursive approach think of themselves as leaders of processes that create shared understanding This approach allows them to spot resistance early and overcome it through argumentation and discourse New and often surprising opportunities for action emerge The new concepts can then be implemented faster because thought processes have taken place in the minds of those who will subsequently perform the actions *African Hosts & Their Guests* W. E. A. van Beek, Annette M. Schmidt, 2012 Africa is a theme park for Western tourists to experience untouched wilderness untamed nature and truly authentic cultures where the hosts too are part of a discourse about the other and ourselves about wilderness danger and roots Tourism is important for Africa international tourist arrivals to Africa continue to grow income from tourism is crucial to national economies and tourism investments are considered among the most profitable This edited volume deals with the interaction of local communities with tourists coming into their areas and villages Based upon a common theoretical approach fourteen cases of African tourism are discussed which involve direct contact between hosts and guests The viewpoint throughout is from the side of the locals establishing how the processes of interaction shape each small scale destination Crucial in Africa is the fact that the large majority of tourism is game oriented and the interaction between locals and visitors is very much tainted by this fact Central is the notion of the tourist bubble the infrastructure that is generated locally and internationally for hosting tourists as it is this institutional interface that tends to impact on the local society and culture not the tourists themselves directly The examples come from all over Africa from the Sahara to the Eastern Cape and from Kenya to Ghana All contributions are based upon original fieldwork Walter van Beek is professor of anthropology at Tilburg University and Senior Researcher at the African Studies Centre Leiden Annette Schmidt

is curator of the African department at the National Museum of Ethnology in Leiden and is an archaeologist with a long experience in cultural management projects

Manufacturing Political Trust Christina Boswell, 2018-03 An original account exploring the use of targets and performance measurement as a response to the crisis of political trust

The SAGE Handbook of Organizational Institutionalism Royston Greenwood, Christine Oliver, Roy Suddaby, Kerstin Sahlin-Andersson, 2013-03-26 Institutional theory lies at the heart of organizational theory yet until now no book has successfully taken stock of this important and wide ranging theoretical perspective With insight and clarity the editors of this handbook have collected and arranged papers so readers are provided with a map of the field and pointed in the direction of new and emerging themes The academics who have contributed to this handbook are respected internationally and represent a cross section of expert organization theorists sociologists and political scientists Chapters are a rich mix of theory how to conduct institutional organizational analysis and empirical work The SAGE Handbook of Organizational Institutionalism will change how researchers teachers and advanced students think about organizational institutionalism

Organizing Creativity in the Innovation Journey Elke Schuessler, Patrick Cohendet, Silviya Svejenova, 2021-09-17 This volume brings together empirical and conceptual papers that go beyond questions of idea generation to account for the dynamics of idea development judgement and dissemination processes which are at the heart of organizing for innovation

Research Handbook on Soft Law Mariolina Eliantonio, Emilia Korkea-aho, Ulrika Mörtz, 2023-11-03 This pioneering Research Handbook provides an in depth scholarly overview of the field of soft law exploring the scope of current thinking in the field as well as proposing future pathways for soft law research Through theoretical and empirical analyses by established voices in the field the Research Handbook offers important insights and much needed clarity into the dynamic and complex nature of soft law This title contains one or more Open Access chapters

Organizational Culture Joanne Martin, 2001-08-21 Expert author Joanne Martin examines a variety of conflicting ways to study cultures in organizations including different theoretical orientations political ideologies managerial critical and apparently neutral methods qualitative quantitative and hybrid approaches and styles of writing about culture ranging from traditional to postmodern and experimental In addition she offers a guide for those who might want to study culture themselves addressing such issues as What qualitative quantitative and hybrid methods can be used to study culture What standards are used when reviewers evaluate these various types of research What innovative ways of writing about culture have been introduced And finally what are the most important unanswered questions for future organizational culture researchers

Whose Peace? Sarah Birgitta Kanafani von Billerbeck, 2017 This book examines local ownership in UN peacekeeping and how national and international actors interact and share responsibility in fragile post conflict contexts

Managing Technological Development Hakan Hakansson, Alexandra Waluszewski, 2003-09-02 In this book the story of how IKEA and its paper producers struggled to solve the problem of creating environmentally friendly paper constitutes the foundation of a discussion of technological

development Through a detailed analysis of the case study the authors demonstrate the necessity of including social technological and economical factors when dealing with such issues Focusing on the interactive aspects of commercial and technological development they examine how new solutions are developed and shaped in relation to the different companies and organizations involved They investigate resources in terms of how they are related and built into other resources through historical and contemporary interaction processes Their overall emphasis is on dealing with the issue of how different closely and distantly related companies and organizations are affected when resources are developed

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

The SAGE Encyclopedia of Corporate Reputation Craig E. Carroll, 2016-05-04 What creates corporate reputations and how should organizations respond Corporate reputation is a growing research field in disciplines as diverse as communication management marketing industrial and organizational psychology and sociology As a formal area of academic study it is relatively young with roots in the 1980s and the emergence of specialized reputation rankings for industries products services and performance dimensions and for regions Such rankings resulted in competition between organizations and the alignment of organizational activities to qualify and improve standings in the rankings In addition today's changing stakeholder expectations the growth of advocacy demand for more disclosures and greater transparency and globalized mediatized environments create new challenges pitfalls and opportunities for organizations Successfully engaging dealing with and working through reputational challenges requires an understanding of options and tools for organizational decision making and stakeholder engagement For the first time the vast and important field of corporate reputation is explored in the format of an encyclopedic reference The SAGE Encyclopedia of Corporate Reputation comprehensively overviews concepts and techniques for identifying building measuring monitoring evaluating maintaining valuing living up to and or changing corporate reputations Key features include 300 signed entries are organized in A to Z fashion in 2 volumes available in a

choice of electronic or print formats Entries conclude with Cross References and Further Readings to guide students to in depth resources Although organized A to Z a thematic Reader s Guide in the front matter groups related entries by broad areas A Chronology provides historical perspective on the development of corporate reputation as a discrete field of study A Resource Guide in the back matter lists classic books key journals associations websites and selected degree programs of relevance to corporate reputation A General Bibliography will be accompanied by visual maps noting the relationships between the various disciplines touching upon corporate reputation studies The work concludes with a comprehensive Index which in the electronic version combines with the Reader s Guide and Cross References to provide thorough search and browse capabilities

Diversity in Local Political Practice Karen Schönwälder,2021-05-13 In what ways do local authorities respond to the increasing socio cultural heterogeneity of urban populations While other studies have often focused on policy declarations the eight chapters in this book provide rich evidence on the content and implementation of local policies Furthermore several chapters offer theoretical insights into the factors driving or hindering policies that acknowledge socio cultural heterogeneity and ensure more equality and inclusive public services The general focus of the book is on cities in France and Germany that is two major immigration countries in Europe countries in which local authorities have a relatively strong position within the state structure The contributions analyze how local actors use their powers to ensure more equal public employment adapt cultural offers and recreational facilities to the demands of a diverse population and or to fight discrimination Further chapters investigate who takes part in formulating policies and seek to explain why cities take different decisions about strategies and practices As a whole the book contributes to the comparative study of societal diversity and local politics in France and Germany and will be of interest to academics researchers and advanced students of Sociology Public Policy Law and Political Science This book was originally published as a special issue of *Ethnic and Racial Studies*

Compliance or Defiance? Mireia Tutusaus,2019-11-28 Whereas the global water community may have reached consensus on the need for water providers to operate on the basis of commercial principles staff of water utilities are faced with the challenge of implementing these principles in their everyday work In the everyday domain these principles appear to directly conflict with the mandate of water operators to provide water services to all Moreover the socio political economic and bio physical context in which these water operate may be ill suited to implement commercialization In pursuing commercialization these operators adapt reinterpret modify deflect alter or betray the original principles of commercialization during implementation This research takes inspiration from the rich literature on policy implementation and policy translation which argues that policy models need to be transformed and modified if they are to be successfully adopted or implemented This research analyzes the alterations visible in the daily implementation of commercial models of water provisioning and in doing so present a better understanding of how water operators implement policy prescriptions of commercialization in practice Based on the analysis of the adaptations and re interpretations of the implemented model of

commercialization in the different cases this thesis argues that a new way of speaking about commercialization should be developed

The Elgar Companion to the World Bank Antje Vetterlein,Tobias Schmidtke,2024-09-06 The Elgar Companion to The World Bank provides a comprehensive review of the past 80 years for this powerful development institution Using different theoretical approaches from an expert group of scholars as well as practitioners it presents an interdisciplinary exploration of the World Bank and the wider field of International Relations

Performance Challenges in Organizational Sustainability Mari Kooskora,Aleksandra Kekkonen,2024-11-27 This book conceptualizes and clarifies the meaning of sustainable performance approaching it holistically from different perspectives It focuses on challenges related to movements to transform the world economy into more modern resource efficient and competitive while keeping in mind harmonization of environmental social and governance objectives This has brought along new initiatives and undertakings that invite people communities and organizations to participate in building greener and more sustainable future The book discusses the UN Sustainable Development Goals SDGs EU Green Deal and Climate Pact and Environmental Social and Governance ESG metrics It tackles policies and strategies that integrate sustainable practices into business activities to align with these goals focusing on the increasing number of regulations such as ESG Reporting Sustainable Finance Disclosure Regulation SFDR Corporate Sustainability Reporting Directive CSRD and Green Taxonomy The book highlights new challenges organizations will face as they navigate their way through these goals and regulations and provides practical coping tips It is divided into four main parts which consecutively discuss and analyze the concepts and approaches more generally in the first part challenges approaches and metrics on green and sustainable performance on regional and local level in the second part and on companies level in the third part and how top down public sector and bottom up private sector approaches meet Finally in the fourth part the book showcases concrete cases and best practices related to the above described topics showing how the challenges related to green and sustainable performance have been turned to new opportunities and competitive advantage in different organizations in different industries The book is a valuable resource for not only academia researchers master and doctoral level students especially in the sustainability courses and executive trainings but also practitioners politicians public officials and organizational leaders interested in turning their organizations into more sustainable units

Managing Corporate Social Responsibility in Action Frank de Bakker,2016-05-13 Since the mid 1990s political and public debates about the social responsibilities of firms have gained renewed force Although CSR seems to be a well defined concept in management literature in its diverse applications the CSR concept loses much of its pertinence In Managing Corporate Social Responsibility in Action the authors focus on different aspects of managing CSR in action to capture differences between discourse and practice By examining the question from three angles talking about CSR doing CSR and measuring CSR they attempt to make sense of the difference between practice and reality This volume considers ways to overcome the difficulties that arise around CSR in action

Perspectives on Strategic Change Luca

Zan,Stefano Zambon,Andrew M. Pettigrew,1993-07-31 The theme of this book is the study of strategic change processes with a focus on the European perspective in studying strategic change The 1980s ushered in an era of radical change for many organizations both in Europe and North America and the topics have become dominant academic and policy issues of the 1990s Using a variety of theoretical perspectives and drawing on a number of academic disciplines the book presents some challenging ideas about the theory and practice of the study of strategic change The theoretical and empirical contributions of the book are presented around three key areas the internationalization processes of firms the development of human resources and public sector change The chapters are written by prominent scholars from economics organization theory history sociology accounting and business strategy Enriching this diversity is a mixture of national intellectual traditions emanating from the Anglo Saxon French German Italian and Scandinavian countries **Research Handbook on Street-Level Bureaucracy** Peter Hupe,2019 When the objectives of public policy programmes have been formulated and decided upon implementation seems just a matter of following instructions However it is underway to the realization of those objectives that public policies get their final substance and form Crucial is what happens in and around the encounter between public officials and individual citizens at the street level of government bureaucracy This Research Handbook addresses the state of the art while providing a systematic exploration of the theoretical and methodological issues apparent in the study of street level bureaucracy and how to deal with them *International Encyclopedia of Organization Studies* Stewart Clegg,James R. Bailey,2008 Describing the field spanning individual organisation societal and cultural perspectives in a cross disciplinary manner this is the premier reference tool for students lecturers academics and practitioners to gather knowledge about a range of important topics from the perspective of organisation studies

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