

MODELS OF MANAGEMENT

WORK, AUTHORITY,
AND ORGANIZATION
IN A COMPARATIVE
PERSPECTIVE

MAURO F. GUILLÉN

Models Of Management Work Authority And Organization In A Comparative Perspective

DJ Losen



Models Of Management Work Authority And Organization In A Comparative Perspective:

Models of Management Mauro F. Guillén, 1994-10-15 This work explores differing historical patterns in the adoption of the three major models of organizational management scientific management human relations and structural analysis The author takes a fresh look at how managers have used these models in four countries during the 20th century [Review of Mauro F. Guillén, Models of Management](#) Frank Dobbin, 2014 In this rich history of management ideology and practice Mauro Guillén charts the diffusion of scientific management human relations and structural analysis in the United States Germany Spain and Great Britain during the 20th century **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 **The Oxford Handbook of Management Ideas** Andrew Sturdy, Stefan Heusinkveld, Trish Reay, David Strang, 2019-03-28 Management ideas and their associated applications have become a prevalent feature of our working lives While their focus is familiar such as efficiency motivation and improvement they range from specific notions such as activity based costing to broad movements like corporate social responsibility This Handbook brings together some of the latest research from leading international scholars on how management ideas are produced promoted and adapted and their effects on business and working practices and society at large Rather than focusing on specific management ideas this volume explores their key socio political contexts and channels of dissemination and is organized around four core overlapping themes The first section sets out the research field in general in terms of both an overall system and of different perspectives and research methods The second section explores the role of different actors and channels of diffusion including the consumers and producers of management ideas and new media as well as traditional players in the management ideas field such as consultancies and business schools The third section focuses on specific features or dynamics of the management ideas system such as their adoption evolution institutionalisation and resurgence while in the final section critical and new perspectives on management ideas are examined highlighting specific socio political contexts and the possibility of alternative ideas and forms of critique With a broad range of perspectives represented this Handbook provides a comprehensive authoritative and enduring resource for those studying management innovation and organizational change as well as for those working in the management ideas industry **Critical Management Studies** Christopher Grey, Isabelle Huault, Véronique Perret, Laurent Taskin, 2016-02-22 Critical Management Studies CMS is often dated from the publication of an edited volume bearing that name Alvesson and Willmott 1992 In the two decades that have followed CMS has been remarkably successful in establishing itself not just as a term but as a recognizable tradition or approach The emerging status of CMS as an overall approach has been both encouraged and marked by a growing range of handbooks readers and textbooks Yet the literature is dominated by writings

from the UK and Scandinavia in particular and the tendency is to treat this literature as constituting CMS. However, the meaning, practice, constraints, and context of CMS vary considerably between different countries, cultures, and language communities. This volume surveys fourteen various countries and regions where CMS has acquired some following and seeks to explore the different ways in which CMS is understood and the different contexts within which it operates as well as its possible future development.

The Handbook of Research on Top Management Teams Mason Andrew Carpenter, M. Keith Weikel, 2011-01-01. This Handbook presents original research and theory on executives, top management teams, and boards of directors and illustrates the vital importance of this field of study. Top management teams are responsible for the strategic choices and major decisions in organizations. These organizations are a reflection of the members that make up their strategic management. The roles top management play and the impact they have are clearly visible in firms around the world, both large and small. The international group of authors that comprise this volume address questions central to the field of strategy and strategic leadership. They review the determinants of top management team composition, their social networks, and executive dismissal; the psychological and personality profiles of top executives; the methodologies relevant to the study of top teams; and the roles of top executives in cross-business unit collaboration, competitive behavior, and strategic entrepreneurship. Each chapter presents path-breaking research and provides a roadmap for new research avenues and agendas. Professors, students, and researchers in the area of strategy management and strategic leadership will find this book an invaluable resource.

The Labor of Luck Jeff Sallaz, 2009-10-02. In this gripping ethnography, Jeffrey J. Sallaz goes behind the scenes of the global casino industry to investigate the radically different worlds of work and leisure he found in identically designed casinos in the United States and South Africa. Seamlessly weaving political and economic history with his own personal experience, Sallaz provides a riveting account of two years spent working among both countries' casino dealers, pit bosses, and politicians. While the popular imagination sees the Nevada casino as a hedonistic world of consumption, *The Labor of Luck* shows that the Vegas experience is made possible only through a variety of systems regulating labor, capital, and consumers, and that because of these complex dynamics, the Vegas casino cannot be seamlessly picked up and replicated elsewhere. Sallaz's fresh and path-breaking approach reveals how neo-liberal versus post-colonial forms of governance produce divergent worlds at the tables and how politics, profits, and pleasure have come together to shape everyday life in the new economy.

Research in Organizational Behavior Barry Staw, Roderick M. Kramer, 2002-12-03. The chapters in this collection address a variety of concerns in organizational theory, ranging from the evolution of organizations and cross-cultural analyses of managerial behavior to the micro-sociology of knowledge brokering within organizations and the etiology of organizational messes. Swaminathan examines resource partitioning theory, an important theoretical perspective in population ecology. The next three chapters broadly construed address issues of organizational innovation, learning, and adaptation in complex environments. The next contribution by John Carroll, Jenny Rudolph, and Sachi Hatakenaka examines

how high hazard organizations learn from experience As with all organizations high hazard organizations such as nuclear power plants and chemical plants attempt to learn from experience in order to improve performance and of course to avoid catastrophic failure Unlike many other kinds of organizations however failure to learn from prior experience especially with respect to learning effectively from errors and mishaps can prove extremely costly and even fatal Hence these organizations must balance between learning and control and must do so under conditions of considerable oversight and scrutiny provocative analysis of the role disorganization plays in organizational life The two following chapters in this volume provide important overviews of theory and research on classic phenomena within organizational theory followed by original theoretical syntheses Robert Baron s chapter then undertakes a fresh and useful examination of the burgeoning literature on entrepreneurship and the two final chapters in the volume examine essential issues related to our understanding of organizations and the cultural environments in which they are embedded

21st Century Sociology: A Reference Handbook Clifton D. Bryant,Dennis L. Peck,2007 Publisher Description **The SAGE Handbook of the Sociology of Work and Employment** Stephen Edgell,Heidi Gottfried,Edward Granter,2015-12-03 The SAGE Handbook of the Sociology of Work and Employment is a landmark collection of original contributions by leading specialists from around the world The coverage is both comprehensive and comparative in terms of time and space and each state of the art chapter provides a critical review of the literature combined with some thoughts on the direction of research This authoritative text is structured around six core themes Historical Context and Social Divisions The Experience of Work The Organization of Work Nonstandard Work and Employment Work and Life beyond Employment Globalization and the Future of Work Globally the contours of work and employment are changing dramatically This handbook helps academics and practitioners make sense of the impact of these changes on individuals groups organizations and societies Written in an accessible style with a helpful introduction the retrospective and prospective nature of this volume will be an essential resource for students teachers and policy makers across a range of fields from business and management to sociology and organization studies Adoptive Management Innovation Haifen Lin,2018-04-03 This book discusses adoptive management innovation which has been successfully implemented in other areas It proposes a theory on this field by considering the importance and popularity of adoptive management innovation in China and around the globe and focusing on its nature It also establishes a process framework through which adoptive management innovation occurs explores how individual characteristics of individual managers affect their adoption decision examines the effects of a firm s dynamic capability on each phase of adoptive innovation and addresses how intangible management innovation supports the process of tangible product innovation to produce effects By exploring the process adoption decision drivers and effects of adoptive management innovation the book offers abundant applications for managerial practice *Management and Organizations in Transitional China* Yanlong Zhang,Lisa Keister,2016-05-12 China s 30 year market transition and its integration into the world economy provide a unique

opportunity for exploring the nature of large scale economic and political transformation and the mechanisms underlying organizational behavior during such a transition Management and Organizations in Transitional China explores how managers and firms cope with transition related challenges by adapting to manipulating or even creating the complex institutional environment This book examines the way transitional institutions shape individual decisions and organizational strategies the mechanisms that promote the diffusion of innovative management practices and economic policies and the formation and evolution of interfirm networks Based on a comprehensive review of the studies on market transition this book investigates how firms manage their relationship with important stakeholders in the environment It highlights the importance of network based strategies for institutionally less advantaged actors like private firms foreign entrants and entrepreneurs to establish legitimacy gain institutional support and mobilize financial resources Moreover this book studies the mechanisms that facilitate the adoption of innovative management practices and economic policies in the transitional context comparing the mainstream diffusion theories and evaluating the relative potency of the diffusion drivers Furthermore Management and Organizations in Transitional China provides empirical analyses using longitudinal data of alliance formation network evolution and the effect of both alliance formation and network evolution on firm decision making and performance Combining theory data analysis and rich contextual description to provide a comprehensive understanding of the organizational transition process this book will appeal to scholars and practitioners in general management organizational studies international business entrepreneurship and related disciplines

Japanese and German Enterprises Toshio Yamazaki, 2024-12-09 The objective of this book is to analyze and compare the processes of corporate expansion of postwar Japan and Germany It examines the evolution of distinctive Japanese and German business management styles through the adoption of American management methods thereby establishing a system of industrial concentration in contrast to the US de concentration policy This is the first time that the book draws on a range of topics related to business administration including the concentration of enterprises management and production systems management education marketing organizational structure and corporate governance The book compares the Japanese and German models Japanese enterprises developed a management style that was suitable for American and Japanese markets in part due to the underdeveloped Asian markets Meanwhile German enterprises established a management style for European markets The book considers the specificities of the Japanese management model predicated on thorough cost reduction and few product defects In contrast the German management model placed a premium on differentiation based on product quality and functionality with a particular focus on core markets and the skills of the workforce The book posits that corporate expansion was a determining factor in the regionalization of each country Japan underwent a transformation toward Asianization which depended on production and markets in Asia after the 1990s Germany on the other hand consistently pursued Europeanization after the war in two complementary ways 1 a heavy reliance on the European region

and 2 the endeavor to advance European integration Transformations in business management are analyzed using the author's two original frameworks 1 The term total system of business management denotes the fundamental conditional structures that regulate and define the established methods of business management within the confines of capitalism in a specific country 2 The term reframing is used to explain the adaptation modification and adjustment of one country's particular management style to another nation These arguments reframe how we understand the historical processes of corporate expansion and provide milestones for a comparative study of management through common factors and characteristics of management

Managing the Cooperative Difference Peter Davis, 1999 COOPNET Human Resources Development for Cooperative Management and Networking

Psychological Contracts in Employment Denise M. Rousseau, René Schalk, 2000-05-17 The relationships between workers and firms are changing worldwide Nowhere is this more evident than in the psychological contracts of employment that is the obligations workers owe to their employer and vice versa Psychological Contracts In Employment contains the cross national perspectives of organizational scholars from 13 countries to examine how societies differ in the nature of psychological contracts in employment and how global business initiatives are bridging these differences The author team assembled by Editors Denise Rousseau and Ren Schalk includes social scientists with deep knowledge of the particular societies they describe and whose personal scholarship involves psychological contract phenomena locally as well as abroad Readers of Denise Rousseau's award winning book Psychological Contracts in Organizations Sage 1995 will welcome the extension of this ground breaking work into the global arena Both the introductory and concluding chapters written by the editors provide several themes to structure and frame the book's content Every chapter in this volume maintains a clear focus on the importance of a cross cultural perspective on psychological contracts for today's managers social scientists and public policy makers

The Sociology of Economic Life Mark Granovetter, 2018-04-17 This book incorporates classic and contemporary readings in economic sociology and related disciplines to provide students with a broad understanding of the many dimensions of economic life It discusses Max Weber's key concepts in economics and sociology

The Management Idea Factory Stefan Heusinkveld, 2013-11-26 Although there has traditionally been considerable field level attention on how consultants market their ideas and practices there is still a lack of research that discusses the earlier intra organizational phases in the development process While the present literature provides important insights that enhance our understanding of consulting the consultancy industry and the way that consultants present their ideas and services on the market for management solutions we know relatively little about the way knowledge based innovations develop within consultancy firms and the mechanisms that shape the intra organizational evolution of these ideas and practices This book seeks to address this gap by revealing how the development of new ideas and practices takes shape in consultancies The work addresses questions such as In which way do consultancies sense the contemporary market needs How do new ideas and practices become established within a consultancy How do consultancies

seek to maintain their repertoire And what role do these new ideas and practices play in their assignments To provide more insight into these different aspects of knowledge based innovation in consultancies the book draws on and integrates literature from diverse relevant fields such as product innovation and market orientation but also uses institutional and practice based perspectives The research presented in this book can be seen in the light of emerging research into knowledge based innovation and new concept development that concentrate on empirically studying how knowledge entrepreneurs seek to develop commercially viable ideas and practices that have the potential to have a significant impact on management and organizational praxis

Management as Consultancy Andrew Sturdy, Christopher Wright, Nick Wylie, 2015-02-19 Written for researchers professionals and students this book examines the dynamics and dilemmas of internal management consultancy

The National Origins of Policy Ideas John L. Campbell, Ove K. Pedersen, 2014-04-27 In politics ideas matter They provide the foundation for economic policymaking which in turn shapes what is possible in domestic and international politics Yet until now little attention has been paid to how these ideas are produced and disseminated and how this process varies between countries The National Origins of Policy Ideas provides the first comparative analysis of how knowledge regimes communities of policy research organizations like think tanks political party foundations ad hoc commissions and state research offices and the institutions that govern them generate ideas and communicate them to policymakers John Campbell and Ove Pedersen examine how knowledge regimes are organized operate and have changed over the last thirty years in the United States France Germany and Denmark They show how there are persistent national differences in how policy ideas are produced Some countries do so in contentious politically partisan ways while others are cooperative and consensus oriented They find that while knowledge regimes have adopted some common practices since the 1970s tendencies toward convergence have been limited and outcomes have been heavily shaped by national contexts Drawing on extensive interviews with top officials at leading policy research organizations this book demonstrates why knowledge regimes are as important to capitalism as the state and the firm and sheds new light on debates about the effects of globalization the rise of neoliberalism and the orientation of comparative political economy in political science and sociology

The Oxford Handbook of Organization Theory Haridimos Tsoukas, Christian Knudsen, 2005 2 How has organization theory developed over time and what structure has the field taken What assumptions does knowledge produced in organization theory incorporate and what forms do its knowledge claims take as they are put forward for public adoption 3 How have certain well known controversies in organization theory such as for example the structure agency dilemma the study of organizational culture the different modes of explanation the micro macro controversy and the different explanations produced by organizational economists and sociologists been dealt with 4 How and in what ways is knowledge generated in organization theory related to action What features must organization theory knowledge have in order to be actionable and of relevance to the world out there How have ethical concerns been taken into account in

organization theory 5 What is the future of organization theory What direction should the field take What must change in the way research is conducted and key theoretical terms are conceptualized so that organization theory enhances its capacity to generate valid and relevant knowledge

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