

Martin Parker

Organizational Culture and Identity

Unity and Division at Work



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**Mats Alvesson, Todd Bridgman, Hugh
Willmott**



Organizational Culture And Identity Unity And Division At Work:

Organizational Culture and Identity Martin Parker,1999-11-24 *Organizational Culture and Identity* discusses the literature concerned with culture in organizations and explains why the term has been invoked with such enthusiasm Martin Parker presents further ways of thinking about organizations and culture which suggest that organizational cultures should be seen as fragmented unities in which members identify themselves as collective at some times and divided at others

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The SAGE Handbook of Organizational Communication Linda L. Putnam,Dennis K. Mumby,2013-11-04 Organizational communication as a field of study has grown tremendously over the past thirty years This growth is characterized by the development and application of communication perspectives to research on complex organizations in rapidly changing environments Completely re conceptualized The SAGE Handbook of Organizational Communication Third Edition is a landmark volume that weaves together the various threads of this interdisciplinary area of scholarship This edition captures both the changing nature of the field with its explosion of theoretical perspectives and research agendas and the transformations that have occurred in organizational life with the emergence of new forms of work globalization processes and changing organizational forms Exploring organizations as complex and dynamic the Handbook brings a communication lens to bear on multiple organizing processes

Communication and Organizational Culture Joann Keyton,2011 Rev ed of *Communication organizational culture* c2005 The Oxford Handbook of Organizational Climate and Culture Karen M. Barbera,2014-05-07 The Oxford Handbook of Organizational Climate and Culture presents the breadth of topics from Industrial and Organizational Psychology and Organizational Behavior through the lenses of organizational climate and culture The Handbook reveals in great detail how in both research and practice climate and culture reciprocally influence each other The details reveal the many practices that organizations use to acquire develop manage motivate lead and treat employees both at home and in the multinational settings that characterize contemporary organizations Chapter authors are both expert in their fields of research and also represent current climate and culture practice in five national and international companies 3M McDonald s the Mayo Clinic PepsiCo and Tata In addition new approaches to the collection and

analysis of climate and culture data are presented as well as new thinking about organizational change from an integrated climate and culture paradigm No other compendium integrates climate and culture thinking like this Handbook does and no other compendium presents both an up to date review of the theory and research on the many facets of climate and culture as well as contemporary practice The Handbook takes a climate and culture vantage point on micro approaches to human issues at work recruitment and hiring training and performance management motivation and fairness as well as organizational processes teams leadership careers communication and it also explicates the fact that these are lodged within firms that function in larger national and international contexts Organizational Cultures of Remembrance Daniel Mai,2015-05-19 In a business world predominantly oriented toward the future it has paradoxically become ever more common that companies turn towards their pasts This book empirically explores the phenomenon of organizational remembrance from a holistic cultural perspective Based on a twelve month ethnographic case study conducted at the headquarters of the German automobile company AUDI AG this study dissects the relationships between memory identity and image in a corporate setting The greater aim in doing so is twofold First this study examines exactly why and how a company officially manages its past in terms of history and tradition And second this study scrutinizes what effect organizational remembrance has on the workforce how it impacts their collective identification with a corporate community and influences their understanding of their daily working life By investigating the interplay between different stakeholder groups as well as their practices media mental models and other vehicles of remembrance an integrated account is offered which makes sense of the complex cultural forces at work in the corporate handling of the past the present and the future

Key Issues in Organizational Communication Owen Hargie,Dennis Tourish,2004-02-24 It is often said that the practice of management is in crisis and that managers are now finding it harder than ever to develop strategies which withstand the shocks of the marketplace This illuminating book cuts through these conflicting issues to show how organizational communication plays a vital role in confronting uncertainty Arguing that many managers fail to adequately consider the communication consequences of the decision making process and its impact on organizational effectiveness Hargie and Tourish present here numerous organizational communication insights and show how they reveal a way through these dilemmas Based on cutting edge research findings and case studies this book features contributions from the UK USA Canada New Zealand and Norway bringing multiple perspectives to this topical subject The result is a comprehensive guide to organizational communication useful for managers academics and students **A Guide to Continuous Improvement Transformation** Aristide van Aartsengel,Selahattin Kurtoglu,2013-03-02 This book enables enterprise business leaders from CEOs to supervisors to understand what Continuous Improvement is why it is probably the best answer to improved business performance in years and how to put it to work in the unique environment of a specific organization The book examines what is at the core of Continuous Improvement and delves deeper into the elements and constituents necessary to take an

organization to the next level to ensure its continued long term existence It provides guidance to enterprise management and to professionals engaged in the implementation of a Continuous Improvement initiative and enables them to structure and manage its implementation successfully It also provides tools to quickly assess where an enterprise business stands in terms of strategic management and Continuous Improvement

The Handbook of Organizational Culture and Climate Neal M. Ashkanasy, Celeste P M Wilderom, Mark F. Peterson, 2010-12-01 In The Handbook of Organizational Culture and Climate Second Edition a team of leading international scholars presents the state of the art in the field ten years after the publication of the award winning First Edition Following the Preface by Edgar Schein 33 entirely new chapters document the development and maturing of ideas canvassed in the First Edition and also offer exciting new perspectives on organizational culture and climate This Handbook will be a must have resource for researchers and students in management human resource management organizational behavior industrial and organizational psychology and social psychology

Identity at Work John Chandler, 2016-09-13 This insightful book draws on a range of contemporary and classic studies to explore the connection between the personal experience of work and the wider social structures in which it takes place Identity at Work examines key social identities relevant to the workplace such as those based on gender sexual orientation ethnicity and race disability age occupation class and organizational membership Using research from a wide variety of countries and academic approaches this book provides a readable and engaging introduction to the issues exploring how people experience work understand and present themselves at work and relate to others Providing an accessible investigation of work and identity this text will be valuable to students looking at organizational behaviour HRM diversity management and the sociology of work

Reconstructing the Lifelong Learner Clive Chappell, Carl Rhodes, Nicky Solomon, Mark Tennant, Lyn Yates, 2003-12-16 This accessible book theorises education as a vehicle for self change and explores how such theorising impacts on the practices of educators

Managing Organizational Complexity Kurt A. Richardson, 2005-06-01

Language, Identity and Cycling in the New Media Age Patrick Kiernan, 2017-09-21 This book examines how identities associated with cycling are evoked narrated and negotiated in a media context dominated by digital environments Arguing that the nature of identity is being impacted by the changing nature of the material and semiotic resources available for making meaning the author introduces an approach to exploring such identity positioning through the interrelated frameworks of Systemic Functional Linguistics and Multimodal Analysis and illustrates how this happens in practice The book is divided into three parts each of which focuses on a different aspect of identity and media environment Part I considers celebrity identities in the conventional media of print and television Part II investigates community and leisure sporting identity through an online cycling forum while Part III examines corporate identity realised through corporate websites consumer reviews and Youtube channels This unique volume will appeal to students and scholars of discourse analysis applied linguistics and the world of cycling

Strategic Culture and Violent Non-State Actors Edward D. Last, 2020-07-12 This book applies strategic

culture concepts to violent non state actors VNSAs in a comparative analysis In recent years Al Qaida in the Islamic Maghreb AQIM has become notorious for kidnapping Western hostages in north western Africa and for its role in the short lived Islamist takeover of Mali The group formerly known as the Salafist Group for Preaching and Combat rebranded itself as an Al Qaida franchise in 2007 leading to speculation of a change from its Algeria centric agenda to an anti Western one This study compares and contrasts the ideas and behaviour of these two groups using a strategic cultural approach and finds that despite some commonalities AQIM has a distinct strategic culture from Al Qaida central thereby debunking the notion of Al Qaida as a monolithic movement This is the first comparative analysis of violent non state actors to employ a strategic cultural approach and the first such study on AQIM While strategic culture has traditionally been applied to states this work adds to the emerging literature applying such approaches to non state armed groups and employs a novel conception of strategic culture consisting of narratives and practices This book will be of much interest to students of strategic culture political violence Middle Eastern politics and Security Studies in general

The Oxford Handbook of Critical Management Studies Mats Alvesson, Todd Bridgman, Hugh Willmott, 2009-06-18 Critical Management Studies CMS has emerged as a movement that questions the authority and relevance of mainstream thinking and practice Critical of established social practices and institutional arrangements it challenges prevailing systems of domination and promotes the development of alternatives to them CMS draws upon diverse critical traditions Of particular importance for its initial articulation was the thinking of members of the Frankfurt School of Critical Theory From these foundations CMS has grown into a pluralistic and inclusive movement incorporating a diverse range of perspectives ranging from labour process theory to radical feminism In recent times a set of ideas broadly labelled poststructuralist have been developed to complement and challenge the insights of Critical Theory giving new impetus for scholars seeking to challenge the status quo and articulate a more inclusive and humane future for management practice The Oxford Handbook of Critical Management Studies provides an overview of theoretical approaches key topics issues and subject specialisms in management studies as well as a set of reflections on the progress and prospects of CMS Contributors are all specialists in the respective fields and share a concern to interrogate and challenge received wisdom about management theory and practice Given the rapid growth of the CMS movement its ever increasing theoretical and geographical diversity and its outreach into the public sphere The Oxford Handbook of Critical Management Studies is a timely publication In addition to UK contributors where CMS has developed most rapidly there is strong representation from North American contributors as well as from areas where CMS has taken hold more recently such as Australasia

Narratives of Enterprise Simon Down, 2006-01-01 a very significant contribution made by the book is the thoughtful but by no means negative counterpoint to the omniscient vision of the nascent Schumpeterian superhero While it is well grounded theoretically it remains a highly accessible and an engaging read An authoritative and informative account Lorraine Warren International Small Business Journal a rich text for expert and non expert alike Down makes a valuable

addition to the field of enterprise research by highlighting the value of empirical studies of narrative identity for representing the quieter voices of entrepreneurial activity which he hopes challenge the naysayers Andrew Greenman Work Employment and Society Engagingly written this sparkling account of the ebb and flow of workaday entrepreneurship injects real life into a field that is too often cluttered by arid enumerators and profilers of irrelevancies There is space for the accomplished storyteller to provide everyday entrepreneurs with their place in the sun In this stimulating book Simon Down marks out this territory in an exemplary fashion Monder Ram De Montfort University UK Writing about small firms all too often bores us with rather abstract survey based data irritates us with anecdotal snippets or frustrates us with untheorised and over detailed descriptions Simon Down not only avoids these problems he delights us with a rich detailed and entertaining account of life in a small firm Above all though his account is informative and revealing especially about the entrepreneurial aspects of small firm life and what this means for the people involved Tony J Watson Nottingham University UK Simon Down's timely ethnographic study takes a philosophically reflective and empirically detailed look at the way in which enterprising people use narrative resources to construct their identity as entrepreneurs The book draws on a wide range of intellectual sources from naturalistic philosophy and social psychology to sociology and organisational theory Written in a strong narrative style the book succeeds in making the often complex and inaccessible theories on self identity easy to understand and convincing in relation to other notions of individual agency Social aspects of self identity are examined and elaborated on via the development of concepts such as cliques generations space and relationships These concepts are in turn drawn from the narrative temporal spatial and relational frameworks through which individuals express self identity Neither superheroes nor villains the case study entrepreneurs in Narratives of Enterprise emerge as normal people who seek to make sense of the world through their enterprising activity Providing a much needed and sophisticated empirical benchmark in a range of debates current in enterprise and organisation studies this highly accessible book is a must read for anyone interested in the intersection of self identity and the character of the entrepreneur

Racial Emotion at Work Tristin K. Green, 2023-10-03 Takes White Fragility to the next level placing emotional conversations about race squarely in the realm of employment discrimination law exploring how implicit bias and diversity trainings are insufficient tools for battling inequality in the workplace Racial Emotion at Work is an invitation to understand our own emotions and associated behaviors around race and much more With this surprising and timely book Tristin K Green takes us beyond diversity trainings and other individualized solutions to discrimination and inequality in employment calling for sweeping changes in how the law and work organizations treat and shape racial emotions Green provides readers with the latest research on racial emotions in interracial interactions and ties this research to thinking about discrimination and disadvantage at work We see how our racial emotions can result in discrimination and how our institutions the law and work organizations value and skew our racial emotions in ways that place the brunt of negative consequences on people of color It turns out we need to reset our

institutional and not just our personal radars on racial emotion to advance racial justice Racial Emotion at Work shows how we can rise to the task

Family Business Metaphors Alessandra Tognazzo,2022-09-10 Typically business tenets advise never go into business with your family This book proposes that this discrepancy may actually be at the core of modern problems social harm and environmental problems are largely related to advancements focused on current dualistic metaphors that value only the business dimension and devalue the family This book aims to offer an alternative viewpoint by discussing how core beliefs linked to various metaphors change the way we conduct and perform in our lives and businesses so that the reader can practice sustainable methods which also includes the family Situating family businesses as the primordial way of social organizing chapters explore definitions of organizational symbolism metaphors and archetypes in order to guide readers and change the way we consider the family role within business and the economy

Researching Organizations Matthew Jones,2014-02-17 Although there are plenty of books that discuss the principles the philosophy and the techniques of research in organisations it is much harder to find information on what doing research in organisations actually involves in practice Yet this is often one of the most challenging but also most interesting aspects of a study Drawing on examples and debates from a broad range of disciplines such as criminology education and social anthropology as well management Researching Organisations explores the issues that researchers may encounter when carrying out fieldwork in organisations From getting in to an organisation at the start of the research to getting out and maybe back again at the end the book offers systematic guidance to help researchers navigate the messy reality of fieldwork Researching Organisations is designed for graduate level researchers who may be undertaking fieldwork for the first time but also for those who wish to gain an understanding of research practice

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