Managerial Ideology and the Social Control of Deviance in Organizations

Richard M. Weiss

<u>Managerial Ideology And The Social Control Of Deviance</u> <u>In Organizations</u>

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Managerial Ideology And The Social Control Of Deviance In Organizations:

Managerial Ideology and the Social Control of Deviance in Organizations Richard M. Weiss, 1986 Managerial Ideology and the Social Control of Deviance in Organizations Richard M. Weiss, 1986-09-05 Weiss examines the disease model of alcoholism and how bureaucratically rigid organizations use it to justify their control of employee behavior He looks at the relations among control programs encountered by management and their inclination to have an alcoholism program based on this disease model The results of his research suggest that those companies faced with greater control problems tend to have a more bureaucratic organizational structure and are more likely to base their alcoholism program on the view that it is a progressive fatal disease characterized by poor on the job performance Social Norms and Economic Institutions Kenneth J. Koford, Jeffrey B. Miller, 1991 Examines the role of values and social norms in the functioning of economic institutions

Ideology Teun A Van Dijk, 1998-02-05 The definition of ideology continues to occupy scholars across a wide range of disciplines In this book Teun A van Dijk sketches a challenging new multidisciplinary framework for theorizing ideology He defines ideology as the basis of the social representations of a group its functions in terms of social relations between groups and its reproduction as enacted by discourse Contemporary racist discourse is examined to illustrate these ideological relations between cognition society and discourse Managing the Organizational Melting Pot Dr. Pushkala Prasad, Albert J. Mills, Michael B. Elmes, Anshuman Prasad, 1997-05-06 Illuminating the troublesome and disturbing aspects of workplace diversity that tend to be glossed over in most management literature Managing the Organizational Melting Pot covers key issues such key as individual and institutional resistance the effectiveness of diversity change efforts and the less visible ways in which exclusion and discrimination continue to be practiced in the workplace To assist the reader in understanding some of these dilemmas the contributors to this collection adopt an array of theoretical frameworks that are all striking departures from traditional and more functional perspectives on diversity The volume also employs a variety of theoretical perspectives including intergroup relations theory critical theory Jungian psychology feminism post colonial theory cultural history postmodernism realism institutional theory and class analysis Further the authors examine a multitude of organizational situations in which the complications of diversity surface many of which cross race gender ethnic and other socially constructed boundaries Managing the Organizational Melting Pot draws examples not only from the United States but also looks at situations from Canada Britain and the Middle East Students scholars and managers who want to prepare themselves to deal with the challenges presented by a multicultural workforce will find this beneficial reading In addition researchers interested in conducting research in diversity management will find this an up to date thought **Max Weber** Alan Sica, 2017-09-08 The most profound and enduring social theorist of sociology s provoking resource classical period Max Weber speaks as cogently to concerns of the new century as he did to those of the past In Max Weber and the New Century Alan Sica demonstrated Weber's preeminent position and lasting vitality within social theory by

applying his ideas to a broad range of topics of contemporary concern Max Weber A Comprehensive Bibliography is a companion volume that offers some 4 600 bibliographic listings of work on Weber making it the most complete guide to the literature in English and a testament to the continued vitality of Weber's thought Sica's work supersedes all previous bibliographical efforts covering the Weber literature both in the quantity and accuracy of its references and the clarity and convenience of its format In order to demonstrate the enormous variety of Weberiana in English Sica has adopted a liberal criterion for inclusion rather than a critical one choosing to mix the best with what may be more routine work Following a preface in which previous bibliographies and bibliographic problems are discussed the volume opens with a series of five specialized bibliographies The first lists Weber's works in English translation The second lists reviews of Weber's major works including those translated into English while the third covers reviews of recent books and other work on Weber The fourth section contains a selection of dissertations and theses relating to Weber or his ideas The fifth includes primary and secondary sources treating Weber on rationality and rationalization processes The last and largest section offers a comprehensive Weber bibliography of works in English This large scale endeavor attempts to identify with accuracy and completeness the entire universe of Weber scholarship in English It will be an essential scholarly tool for sociologists Cultural Realism Alastair Iain Johnston, 2020-05-05 historians economists and students of cultural and intellectual history Cultural Realism is an in depth study of premodern Chinese strategic thought that has important implications for contemporary international relations theory In applying a Western theoretical debate to China Iain Johnston advances rigorous procedures for testing for the existence and influence of strategic culture Johnston sets out to answer two empirical questions Is there a substantively consistent and temporally persistent Chinese strategic culture If so to what extent has it influenced China's approaches to security The focus of his study is the Ming dynasty's grand strategy against the Mongols 1368 1644 First Johnston examines ancient military texts as sources of Chinese strategic culture using cognitive mapping symbolic analysis and congruence tests to determine whether there is a consistent grand strategic preference ranking across texts that constitutes a single strategic culture Then he applies similar techniques to determine the effect of the strategic culture on the strategic preferences of the Ming decision makers Finally he assesses the effect of these preferences on Ming policies towards the Mongol threat The findings of this book challenge dominant interpretations of traditional Chinese strategic thought They suggest also that the roots of realpolitik are ideational and not predominantly structural The results lead to the surprising conclusion that there may be in fact fewer cross national differences in strategic culture than Discourse on Leadership Bert A. Spector, 2016-07-21 In a wide proponents of the strategic culture approach think ranging and provocative new study Bert A Spector provides a critical analysis of past and present theories of leadership Spector asserts that our perception of leadership influences who we vote for who we hire and promote and ultimately who we choose to grant our authority to Focusing on leadership in discourse the book sets out to explore how the notion of

leadership has been articulated studied and debated by academics but also by practitioners journalists and others who seek to influence the thoughts of others Paying particular attention to the social economic political intellectual and historical forces that have helped shape the discussion Discourse on Leadership offers an insightful historiography of leadership as a concept and considers how our understanding of it continues to evolve **Current Catalog** National Library of Medicine (U.S.), First multi year cumulation covers six years 1965 70 National Library of Medicine Current Catalog National Library of Medicine (U.S.), The Therapeutic Corporation James Tucker, 1999 A small but rapidly increasing number of contemporary organizations have adopted management structures that are less centralized and hierarchical than the traditional bureaucratic model In a growing corporate trend that is also expanding into many other areas of modern society these organizations are applying various therapeutic strategies of social control Making Capitalism Roger L. Janelli, Dawnhee Yim, 1995-03-01 This pathbreaking work extends the boundaries of contemporary anthropological research by presenting in one cohesive meticulously researched work an original theoretical perspective on the relationships between the cultural political and economic dimensions of a large modern business organization the first anthropological work on South Korean management and its white collar workers in a case study of one of South Korea's big four conglomerates and an innovative delineation of how modern business practices are enmeshed in past and present structure and agency and local and international systems Based largely on the author's nine months of participant observation in the offices of one of South Korea's largest conglomerates with annual sales of about 15 billion and approximately 80 000 employees the book is also enriched by the author's previous fieldwork in rural Korea where many of the conglomerate's white collar personnel spent their formative years These vantage points are used to explore constructions of traditional Korean culture and transformations of cultural knowledge prompted by new political economic conditions and how both inform practices prevailing in the large conglomerates and ultimately shape South Korea's capitalism The work focuses on South Korea's new middle class It explains how office workers identities and often contradictory interests present them with choices between alternative interpretations and actions affecting both themselves and their conglomerates Much attention is paid to ideological and more coercive means of controlling white collar employees to subordinates strategies of resistance and to ways in which cultural understandings and moral claims inform the assessment and pursuit of material advantage

Managing Human Service Organizations Lynn E. Miller,1989-09-21 This volume grew out of a series of highly respected management training programs for executive directors of nonprofit corporations The contributing authors have participated in training and consulting activities under the sponsorship of La Salle University's Nonprofit Management Development Center and thus provide a unique source of field tested advice and management information for executive directors and other top level managers of human service organizations Unlike books which suggest that all organizations should be run in basically the same way Miller and her colleagues have provided conceptual frameworks to help managers

think broadly about different aspects of managing their particular organizations as well as specific suggestions tools and techniques drawn from these frameworks The volume is divided into four sections that correspond to different areas of management function Beginning with general management the contributors discuss such issues as strategic planning organizational structure effective leadership and the nonprofit board of directors The following section focuses on fiscal management and administration and includes chapters on a framework of accounting for human service agencies the development of a financial reporting system and the use of accounting data as a management tool Turning to operational functions the contributors look at marketing perspectives for community service agencies operations planning and control management information systems and evaluating program outcomes The book concludes with examinations of effective communication within the organization and managing volunteers. The text is accompanied by numerous explanatory exhibits 'Managing' Stress Dr Tim Newton, Tim Newton Jocelyn Handy Stephen Fineman, 1995-01-18 This volume and figures provides a thought provoking and timely alternative to prevailing approaches to stress at work These invariably present stress as a fact of modern life and assume it is the individual who must take primary responsibility for his or her capacity or incapacity to cope This book by contrast sets stress at work in the context of wider debates about emotion subjectivity and power in organizations viewing it as an emotional product of the social and political features of work and organizational life Tim Newton analyzes the historical development of the dominant stress discourse in modern psychology and elsewhere Drawing on a range of perspectives from labour process theory to the work of Foucault and Elias he explores other possible ways of understanding stress at work He offers a cogent critique of the typical stress management interventions in organizations through which employees are supposed to increase their effectiveness and become stress fit With contributions from two colleagues he explores various ways of rewriting stress at work Together they emphasize the gendered nature of stress the collective production and reproduction of stressful work experiences and the relation of stress to issues of emotion management and control in organizations Alcoholism and Women Marc Galanter, 2006-04-11 Solid plausible accurate and loaded with pertinent and highly referenced information regarding clinical and basic research in alcholism among women and ethnic groups an essential text in the libraries of academicians teachers clinicians researchers and policy makers The quality and scope of the work are groundbreaking and it is convenient to have it all in one source American Journal of Psychiatry Volume 12 highlights the remarkable evolution of alcoholism research during the last few years focusing on gender in alcohol actions and consequences Organizational Reaction to Social Deviance Robert Joseph Stevenson, 2010 This study in criminology sociology and the US Military explores changes in the meaning and production of deviant populations in American military settings since 1941 It is designed to highlight the operation of an ethos of control as armed forces and society undergo historically unstable accommodation and conflict The author examines time series data on organizational reaction to deviance in military settings Bad Paper Discharges courts martial and administrative controls in

light of central characteristics of military settings the social composition of officer and enlisted ranks force levels technological changes in war hardware and the distribution of risks faced by various kinds of soldiers Propositions from the deviance literature concerning 1 the constancy of punishment 2 the duration intensity and priority of sanctioning and 3 cohesion and stress are examined in military contexts to discern the changing social control climates therein Some sources of the shift are located in the role that risk plays in the system and the function of the officer corps as agents of social control In short the character of social institutions is knowable in part by studying the manner in which deviants therein are controlled stigmatized and expelled An extensive bibliography is provided **The Academy of Management Review** Academy of Management,1990 **Sociological Abstracts**,1994 **Work Related Abstracts**,1982 **Industrial and Labor Relations Review**,1997

The Enigmatic Realm of Managerial Ideology And The Social Control Of Deviance In Organizations: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing short of extraordinary. Within the captivating pages of **Managerial Ideology And The Social Control Of Deviance In Organizations** a literary masterpiece penned by a renowned author, readers set about a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book is core themes, assess its distinct writing style, and delve into its lasting affect the hearts and minds of people who partake in its reading experience.

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