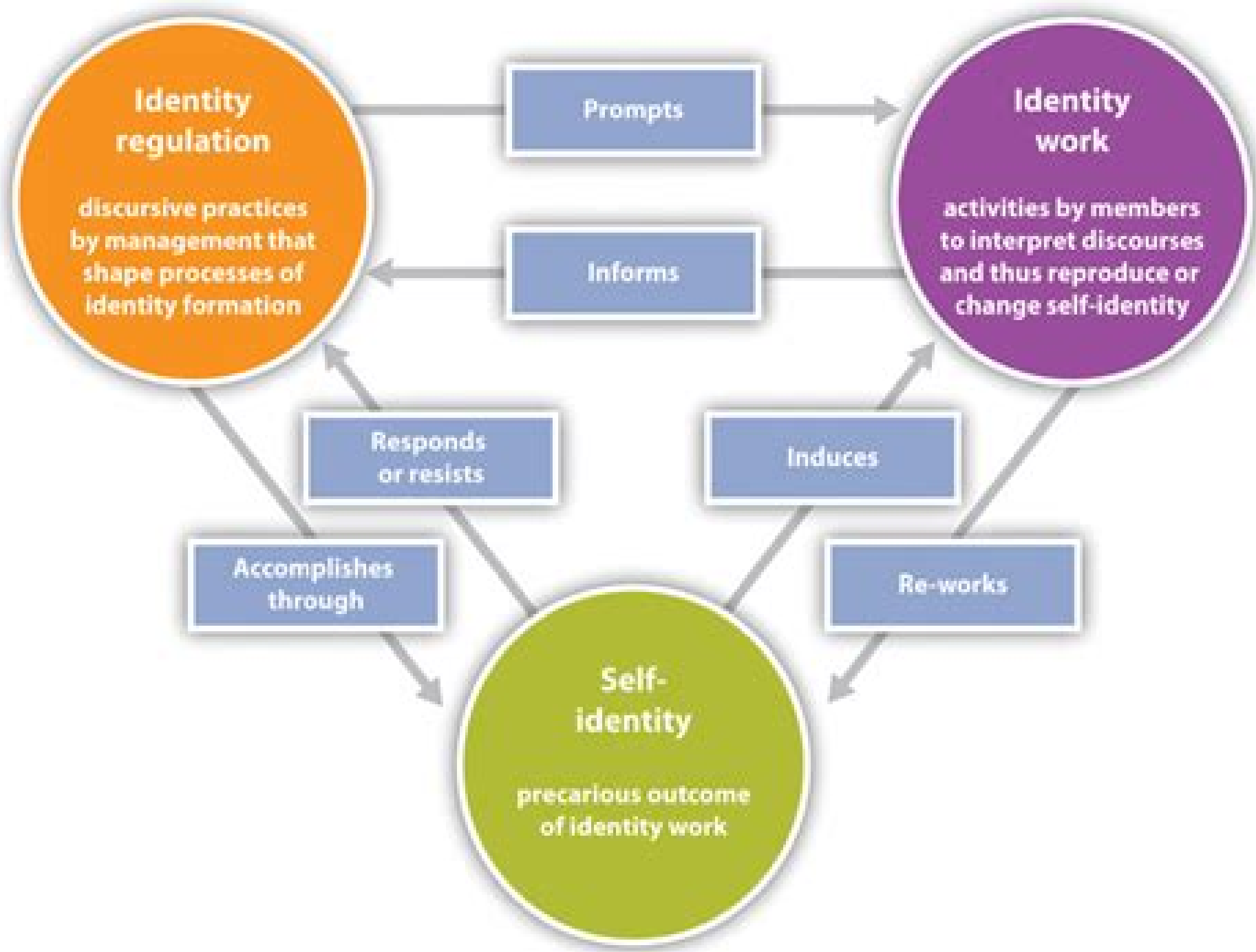




Organization And Identity

Michael A. Diamond



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Identity in Organizations David A. Whetten, Paul C. Godfrey, 1998-07-21 How do people identify with organizations What role does organizational identity play in organizational strategy *Identity in Organizations* investigates the fundamental character of organizational identity and individual identification with an organization Through the use of an unconventional conversational format the reader is drawn into a provocative discussion among key organizational scholars that focuses on three different paradigmatic views of identity a functionalist perspective an interpretive perspective and a postmodern perspective Similarities and distinctions among these ways of understanding are explored and numerous theoretical and practical insights are gained This groundbreaking book concludes with a discussion of the relevance of identity as a construct in organizational study and observations on conversation and theory building Many well known scholars participate in the conversation including Jay Barney Denny Gioia Mary Jo Hatch Stuart Albert Anne Huff Judi McLean Parks and Rod Kramer *Identity in Organizations* will be of interest to professionals and students of organizational studies human resource management industrial psychology sociology of work psychology and organizational communication

Organizational Identity Mary Jo Hatch, Majken Schultz, 2004-03-18 **Understanding Identity and Organizations** Kate Kenny, Andrea Whittle, Hugh Willmott, 2011-12-01 An understanding of identity is fundamental to a complete understanding of organizational life While conventional management textbooks nod to in groups cohesion and discrimination this text offers instead a deeper more nuanced understanding of why people groups and organizations behave the way they do With conceptions of identity perhaps less stable than they have ever been the authors make complex theoretical issues accessible to the reader through the use of lively examples from popular culture The authors present an overview of the key issues as well as an examination of cutting edge research and topical forces currently re defining identity such as globalisation the fair trade movement and online identities This text is a succinct relevant and exciting overview of the field of identity studies as it relates to business and management and applied social sciences and is an invaluable resource to undergraduate and postgraduate students of management on any course that has an identity component

Identity and the Modern Organization Caroline A. Bartel, Steven Blader, Amy Wrzesniewski, 2007-02-22 *Identity and the Modern Organization* presents a lively exchange of ideas among psychology and management scholars on the realities of modern organizational life and their effect on the identities that organizations and their members cultivate This book bridges the domains of psychology and management to facilitate a multi disciplinary multi level

Identity in Organizations David A. Whetten, Paul C. Godfrey, 1998-07-21 This investigation of the fundamental character of organizational identity and identification with an organization is arranged in the form of a provocative discussion between key scholars The book focuses on three different paradigmatic views of identity functionalist interpretive and postmodern Similarities and distinctions among these ways of understanding are explored and numerous theoretical and practical insights are gained The book concludes with a discussion of the relevance of identity as a

construct in organizational study and observations on conversation and theory building *Constructing Identity in and Around Organizations* Majken Schultz, 2012-01-19 The second volume in the Perspectives on Process Organization Studies series focuses on the notion of identity in particular how individual and organizational identities evolve and come to be constructed through on going activities and interactions Corporate and Organizational Identities Bertrand Moingeon, Guillaume B. Soenen, 2002 Using a five facet framework this book furthers understanding about collective identities by bringing together contributions from various management disciplines *The Oxford Handbook of Organizational Identity* Michael G. Pratt, Majken Schultz, Blake E. Ashforth, Davide Ravasi, 2016 The topic of organizational identity has been fast growing in management and organization studies in the last 20 years Identity studies focus on how organizations define themselves and what they stand for in relation to both internal and external stakeholders Organizational identity OI scholars study both how such self definitions emerge and develop as well as their implications for OI leadership and change among others We believe there are at least four inter related reasons for the growing importance of OI OI addresses essential questions of social existence by asking Who are we and who are we becoming as a collective It is a relational construct connecting concepts and ideas that are often viewed as oppositional such as us and them or similar and differen OI is also nexus concept serving to gather multiple central constructs also represented in this Handbook Finally OI is inherently useful as knowing who you are is the foundation for being able to state what you stand for and what you are promising to others no matter their relation with the organization The Handbook provides a road map to the OI field organized in over 25 chapters across seven sections Each chapter not only offers a broad overview of its particular topic each also advances new knowledge and discusses the future of research in its area of focus **Organizational Identity in Practice** Lin Lerpold, Davide Ravasi, Johan van Rekom, Guillaume Soenen, 2012-11-12 Organizational Identity in Practice provides much needed in depth studies on what happens when aspirations claims and beliefs interact Given the practical needs of managers and students this exciting new text provides readers with more insight into what differences in these identity aspirations claims and beliefs really mean and what we may expect to occur when these differences become visible and what the outcomes of these processes are likely to be The diverse case studies illustrate how well known firms have dealt with the broad issues of who we are as an organization and what makes us similar or distinct from others and cover a broad range of industries firms and organizational forms The cases from companies such as Air France AT T Bang Olufsen BP Statoil Starbucks Scania and Alfa Romeo are focused on the broad topics of organizational identity strategy and the environment multiple and conflicting identities the construction of identities and how organizations express and project their identities The authors give scholars students and managers valuable ideas on how to deal with organizational identity challenges within firms **Social Identity at Work** S. Alexander Haslam, Daan van Knippenberg, Michael J. Platow, Naomi Ellemers, 2014-04-04 Social identity research is very much on the ascendancy particularly in the field of organizational

psychology Reflecting this fact this volume contains chapters from researchers at the cutting edge of these developments

Organizational Identity and Memory Andrea Casey, 2019-01-15 *Organizational Identity and Memory* analyzes the relationship between organizational identity and organizational memory in particular history and commemoration The goal is to further our understanding of the role of this relationship in processes critical to today's organizations the evolution of organizational identity the creation and use of organizational memory organizational learning and change and employee identification with organizations The literature on organizational memory and organizational identity has developed independently and at times in separate disciplines Scholars have debated whether organizational identity is mutable or enduring In this debate organizational history a form of organizational memory has been a key factor but neither side of the debate has pursued in depth the well developed literature on collective memory to understand this relationship and its impact on organizational identity Organizational memory defined as commemoration and history has been connected to different forms of identity both national and organizational but this relationship and its impact on organizational memory processes has not been explored *Organizational Identity and Memory* takes a multidisciplinary approach to explore and articulate the dynamic relationship between organizational identity and memory drawing on work from anthropology history organizational studies and sociology A multidisciplinary theoretical framework for future research on organizational identity and memory is presented Implications for managers are discussed with engaging insights from organizational research and practices in creating corporate museums galleries visitor centers and other displays of this relationship

The Expressive Organization Majken Schultz, Mary Jo Hatch, Mogens Holten Larsen, 2000 This book challenges current beliefs about organizational identity reputation and branding It contains a wealth of new ideas for finding the elusive answers to questions troubling contemporary organizations How does an organization create a strong reputation What are the implications of corporate branding on organizational structures and processes How do organizations discover their identities These are some of the vexing problems addressed in this book by a diverse international team of contributors According to the authors the future lies with the expressive organization Such organizations not only understand their distinct identity and their brands but are also able to express these externally and internally In order to thrive in an era of transparency and customer choice the authors argue organizations will have to be expressive

Organizational Identity and Firm Growth Christoph Dörrenbächer, Matthias Tomenendal, Sarah Stanske, 2016-08-17 This edited volume focuses on the interplay between organizational identities and firm growth an area which remains largely unexplored Firm growth in its various forms is omnipresent in the contemporary business environment but does not always lead to positive results At the same time some organizations are growing faster than their peers leading to questions of organizational growth antecedents In addition to the dominant economic reasons in strategic literature the volume seeks to integrate psychological aspects to the discourse thereby considering the micro meso and macro level By providing both insights into international academic thinking and into

practical examples of small and medium sized companies in Berlin the authors identify new findings concerning successful growth strategies

Gender, Identity and the Culture of Organizations Iris Aaltio, Albert J. Mills, 2003-09-02 Gender Identity and the Culture of Organizations considers how organizations operate as spaces in which minds are gendered and men and women constructed This edited collection brings together four powerful themes that have developed within the field of organizational analysis over the past two decades organizational culture the gendering of organizations post modernism and organizational analysis and critical approaches to management A range of essays by distinguished writers from countries including the UK USA Canada Denmark Sweden Finland the Netherlands and Sweden explore innovative methods for the critical theorizing of organizational cultures In particular the book reflects the growing interest in the impact of organizational identity formation and its implications for individuals and organizational outcomes in terms of gender The book also introduces research designs methods and methodologies by which can be used to explore the complex interrelationships between gender identity and the culture of organizations

Exploring Positive Identities and Organizations Laura Morgan Roberts, Jane E. Dutton, 2009-05-28 In the new world of work and organizations creating and maintaining a positive identity is consequential and challenging for individuals for groups and for organizations New challenges for positive identity construction and maintenance require new theory This edited volume uncovers new topics and new theoretical approaches to identity through the specific focus on positive identities of individuals groups organizations and communities This volume aims to forge new ground in identity research and organizations through a compilation of new frame breaking chapters on positive identity written by leading identity scholars In chapters that build theoretical and empirical bridges between identity and growth authenticity relationships hope sustainability leadership resilience cooperation and community reputation and other important variables the authors jumpstart an exciting domain of research on new ways that work organizations are sites of and contributors to identities that are beneficial or valuable to individuals or collectives This volume invites readers to consider When and how does applying a positive lens to the construct of identity generate new insights for organizational researchers A unique feature of this volume is that it brings together explorations of identity from multiple levels of analysis individual dyadic group organization and community Commentary chapters integrate the chapters within each level of analysis illuminate core themes and unearth new questions The volume is designed to accomplish three objectives To establish Positive Identities and Organizations as an interdisciplinary multi level domain of inquiry To integrate a focus on Positive Identity with existing theory and research on identity and organizations To map out a vibrant new research territory in organizational studies This volume will appeal to an international community of scholars in Management Psychology and Sociology as well as practitioners who seek to generate positive identity related dynamics states and outcomes in work organizations

Discovering Organizational Identity Michael A. Diamond, 2016-12-31 This book focuses on the theory and practice of understanding and transforming organizations with the

goal to discover common ground between groups and individuals Diamond presents a framework of reflective practice for organizational researchers scholar practitioner consultants executives managers and workers in order to promote a more satisfying and humane work life

The Oxford Handbook of Identities in Organizations Andrew D. Brown, 2020-01-09

Conceived as the meanings that individuals attach to their selves a substantial stockpile of theory related to identities accumulated across the arts social sciences and humanities over many decades continues to nourish contemporary research on self identities in organizations In times which are more reflexive narcissistic and fluid the identities of participants in organizations are increasingly less fixed and less certain making identity issues both more salient and more interesting Particular attention has been given to processes of identity construction often styled identity work Research has focused on how why and when such processes occur and their implications for organizing and individual group and organizational outcomes This has resulted in a burgeoning stream of research from discursive dramaturgical symbolic socio cognitive and psychodynamic perspectives that most often casts individuals efforts to fabricate identities as intentional relational and consequential Seemingly intractable debates centred on the nature of identities their relative stability or fluidity whether they are best regarded as coherent or fractured positive or not and how they are fabricated within relations of power combined with other conceptual issues continue to invigorate the field However these debates have also led to some scepticism regarding the future potential of identities research Yet as the chapters in this Handbook demonstrate there are considerable grounds for optimism that identity as root metaphor nexus concept and means to bridge levels of analysis has significant potential to generate multiple compelling streams of theorizing in organization and management studies

Understanding Identity & Organizations Kate Kenny, 2011 An understanding of identity is fundamental to a complete understanding of organizational life With conceptions of identity perhaps less stable than they have ever been the authors make complex theoretical issues accessible to the reader through the use of lively examples from popular culture

Organisational Identity and Self-Transformation David Seidl, 2016-12-05 David Seidl brings together two important issues in organization and management studies in this volume the concept and related theory of organizational identity and autopoietic organization theory as originally developed by Niklas Luhmann The contribution of the book is twofold it provides an introduction to autopoietic organization theory and it provides a new perspective on organizational identity and self transformation Thus the book is relevant to both organization theorists interested in new approaches to organization and to researchers of organizational identity The themes are reflected in the structure of the book Chapters one and two provide an introduction to Niklas Luhmann s organization theory Based on this chapter three develops a new concept of organizational identity In chapters four and five a theory of organizational self transformation i e change of identity is developed

Organizational Identity : a Reader (9780199269471). Mary Jo Hatch, 2004

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Table of Contents Organization And Identity

1. Understanding the eBook Organization And Identity
 - The Rise of Digital Reading Organization And Identity
 - Advantages of eBooks Over Traditional Books
2. Identifying Organization And Identity
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Organization And Identity
 - User-Friendly Interface
4. Exploring eBook Recommendations from Organization And Identity
 - Personalized Recommendations
 - Organization And Identity User Reviews and Ratings
 - Organization And Identity and Bestseller Lists
5. Accessing Organization And Identity Free and Paid eBooks
 - Organization And Identity Public Domain eBooks
 - Organization And Identity eBook Subscription Services
 - Organization And Identity Budget-Friendly Options
6. Navigating Organization And Identity eBook Formats

- ePub, PDF, MOBI, and More
- Organization And Identity Compatibility with Devices
- Organization And Identity Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Organization And Identity
 - Highlighting and Note-Taking Organization And Identity
 - Interactive Elements Organization And Identity
- 8. Staying Engaged with Organization And Identity
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Organization And Identity
- 9. Balancing eBooks and Physical Books Organization And Identity
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Organization And Identity
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Organization And Identity
 - Setting Reading Goals Organization And Identity
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Organization And Identity
 - Fact-Checking eBook Content of Organization And Identity
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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