

International Organizations Perspectives On

People and Organizations Critical Perspectives on the Organization and Improvement of Schooling Perspectives on Organizational Fit Processual Perspectives on the Co-Production Turn in Public Sector Organizations Critical Perspectives on Diversity in Organizations Islamic Perspectives on Management and Organization Perspectives on Organization Theory Handbook of Critical Perspectives on Nonprofit Organizing and Voluntary Action Cultures in Organizations Perspectives on Behavior in Organizations Leading Organizations Perspectives on Behavior in Organizations Modern Perspectives on Organization Theories Change in Organizations In the Shadow of Organization Critical Perspectives on Leadership Assessment and Selection in Organizations, International Handbook of Selection and Assessment Perspectives on Organization Design and Behavior Communication in Organizations The Legislature as an Organization Charles Perrow Kenneth A. Sirotnik Cheri Lee Ostroff Thomassen, Anja Overgaard Thomas Calvard Abbas J. Ali Anna Grandori Roseanne M. Mirabella Joanne Martin J. Richard Hackman Gill Robinson Hickman J. Richard Hackman Anna Lena Bischoff Paul S. Goodman Robert B. Denhardt Mark Learmonth Neil Anderson Andrew H. Van de Ven Dalmar Fisher Marvin Andrew Harder

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major paradigm shifts replacing one world view with another regarding what constitutes appropriate knowledge do not happen over night centuries usually intervene in the process even minor shifts admitting alternative world views into the domain of legitimate knowledge producing theory and practice require decades of controversy especially it seems to us in the field of education it has only been in the last 20 years or so that the educational research community has begun to accept the scientific credibility of the qualitative approaches to inquiry such as participant observation case study ethnography and the like in fact these methods with their long and distinguished philosophical traditions in phenomenology have really only come into their own within the last decade the critical perspective on generating and evaluating knowledge and practice what this book is mostly about is in many ways a radical departure from both the more traditional quantitative and qualitative perspectives the traditional approaches in fact are far more similar to one another than they are to the critical perspective this is the case in our view for one crucial reason both the more quantitative empirical analytic and qualitative interpretive traditions share a fundamental epistemological commitment they both eschew ideology and human interests as explicit components in their paradigms of inquiry ideology and human interests however are the bread and butter of a critical approach to inquiry

publisher description

existing research understands co production as leading to shifts in roles of the public sector institutions and their staffs the shift is seen in the way that a discursive use of the term service provision with embedded logics encompassing fiscal accountability performance measurement efficiency and process regulation has changed towards discourses that embrace collaboration between the public sector front staff and the citizens with the aim of developing legitimate and effective welfare services that are co produced by means of active participation and distributed decision making however this change requires new approaches to the way in which the implementation of new practices and tools is executed in practice as studied and researched and how the new practices and tools are understood and evaluated in organizations processual perspectives on the co production turn in public sector organizations is an essential reference book that examines unfolds and develops approaches to co production and implementation as dynamic processual collaborative sensemaking and as requiring and resulting in capacity building and learning moreover the book examines new approaches to engage citizens and public sector actors in collaborative and co productive processes especially with concern for new goals pertaining to sustainability social equity democratic legitimacy etc covering

topics that include knowledge management and collective leadership the book presents perspectives on capacity building learning change and evaluation in organizations and current research in different areas of the public sector it is intended for public sector administrators and managers investigating the relevancy approaches and methods in co production furthermore it targets civil actors and welfare service users leaders and managers of public organizations researchers academicians and students in programs that include social welfare development public administration political science and organizational development

decades of investigations into diversity in the workplace have created mixed answers about what kinds of effects it has on employees and teams and whether or not it can be managed effectively to generate positive outcomes for organizations in contrast to mainstream work from management and psychology critical views on workplace diversity have emerged that seek to grasp more fully the messy social and political realities of workplace diversity as they operate in context critical perspectives on diversity in organizations therefore seeks to review integrate and build upon emerging critical perspectives on workplace diversity to help give a fuller understanding of how employee differences affect workplace interactions relationships employment inequality culture and society critical perspectives help to fill in and openly recognize many of the more far reaching issues that pure management and psychology approaches can leave out issues of power inequality politics history culture and lived experiences if organizations do not try to take these issues into account and critically reflect on them then diversity management is likely to remain a relatively blunt instrument or worse a hollow piece of rhetoric this book will be of interest to international graduate students and researchers working on topics associated with equality diversity and inclusion in organizations as well as various organizational practitioners and activists engaged with these issues

scholars and practitioners who specialize in business economics international relations religion and sociology will find this book a necessary resource for broadening their understanding of the religious and cultural aspects of conducting business across cultures the comprehensive and original coverage of the book will prove useful in understanding business cultural and philosophical issues related to the islamic world book jacket

this insightful handbook brings together leading and emerging scholars within the field of nonprofit organization serving as a call to action for academics to interrogate key contemporary issues such as backsliding and authoritarianism it meticulously

distinguishes traditional often marginalist perspectives from nuanced counterarguments to balance out the field

organisations are shifting from hierarchical structures to more open networks of people co operating to achieve interrelated goals this volume provides a framework for examining issues pertaining to the leadership of these new organisations

studienarbeit aus dem jahr 2010 im fachbereich bwl unternehmensführung management organisation växjö universitet sprache deutsch abstract organization theory and its many insights into the twists and turns of organizations have found profound encouragement by theorists now it is the practitioners turn to speak up rethinking the theories being developed over the last centuries and approaching them critically sheds new light on the theories applicability in real life to highlight the gap or the cohesiveness of practice and theory we choose to apply the theories from the oxford handbook of organization theories on topics i found worth discussing due to the diversity of the theoretical subjects i decided to opt for five different examples which approach the theories with all their aspects

drawing upon critical social theorists like habermas depth psychologists like jung and phenomenologists like hussert denhardtts shows how the ethic of organization inhibits the individual s search for meaning and then discusses strategies for enhancing the individual s role he champions independence expressiveness and creativity over discipline regulation and obedience

within contemporary culture leadership is seen in ways that appeal to celebrated societal values and norms as a result it is becoming difficult to use the language of leadership without at the same time assuming its essentially positive intrinsically affirmative nature within organizations routinely referring to bosses as leaders has therefore become both a symptom and a cause of a deep largely unexamined new conceptual architecture this architecture underpins how we think about authority and power at work capitalism and its turbo charged offspring neo liberalism have effectively captured leader and leadership to serve their own purposes in other words organizational leadership today is so often a particular kind of insidious conservatism dressed up in radical adjectives this book makes visible the work that the language of leadership does in perpetuating fictions that are useful for bosses of work organizations we do this so that we and anyone who shares similar discomforts can make a start in unravelling the fiction we contend that even if our views are contrary to the vast and powerful leadership industry our basic arguments rest on things that are plain and evident for all to see critical perspectives on leadership the

language of corporate power will be key reading for students academics and practitioners in the disciplines of leadership organizational studies critical management studies sociology and the related disciplines

this is a book for human resource professionals academics researchers and independent consultants who are engaged in assessing other people at work it places assessment in its political economic social and organizational context and provides a critical guide to emergent issues in both research and practice the contributors to the book originate from countries in europe north america and asia and provide a vital perspective for the rapid international developments in selection and assessment in the 1990s and beyond

an innovative approach to legislative study this volume views the kansas legislature from the perspective of organization theory authors marvin a harder and raymond g davis examine the technical and procedural aspects of the legislature that most scholars have overlooked they provide a careful precise theoretical study of the organization and structure administrative and staff relationships and formal processes of the legislature applying the concepts of organization theory harder and davis describe and analyze how the kansas legislature works they cover the legislative staff the networks of communication and socialization the role of leadership the committees and the legislative functions of lawmaking and of overseeing they also discuss recent changes in the legislature and give a profile of the legislators this book breaks new ground by focusing on organization theory rather than political analysis to explain the dynamics of legislative operations of particular value to kansas legislators and students of kansas legislative process it will also contribute to the general literature about american legislative institutions

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