

READER BOOK PROPOSAL - Editors: David Knights/ Hugh Willmott
Title: Organization Analysis: Critical Contemporary Contributions

Orientation. The field of organisation studies has changed dramatically over the past decade or so. It has become more reflexive and critical, as evident not only in the contents of leading journals (e.g. *Organization Studies*, *Organization and more recently Administrative Science Quarterly*) but also, and more significantly, in the thrust and content of textbooks. Notably, Burrell and Morgan's *Sociological Paradigms and Organization Analysis* has exerted an enormous influence on the field. This is reflected in the appearance and sales of textbooks such as Clegg and Dunkerley's *Organization, Class and Control*, Morgan's *Organizations in Society* (now in a second edition), Clegg's *Modern Organizations* and especially Thompson and McHugh's *Work Organizations* (now in a second edition). The purpose of the proposed Reader is to support this shift in the teaching of organization studies by providing a set of critical readings, grouped into topic areas that reflect developments in the field. It is envisaged that the Reader will offer students and instructors access to key readings in the field, which could be readily used for seminar discussions.

Definition of the Market. The book is aimed at post-introductory courses that focus on the area of organizations studies/organizational analysis/organization theory. Most undergraduate and postgraduate courses in Business and Management include electives in the area of organizational analysis. The market is therefore potentially very large. In addition, there is a large market in the sociology of organizations (see Grusky and Miller below). A mix of contributors from US, UK, Europe and Australasia has been deliberately selected to make appeal to a world market.

A Statement of Aims. The book provides up-to-date reading on topics and issues that are normally covered in post-introductory courses. It would provide an ideal source of readings for seminars that normally accompany such courses.

Main Competitors. We are aware of four other readers that are broadly in this area:

a. Grusky and Miller, *The Sociology of Organizations*, Free Press (2nd edition, 1981). This is very sociological rather than organization studies-oriented. It also comprises virtually all US contributions. Not targeted at management students. 2nd edition suggests that there is a sizable market in the US.

b. Zey Ferrell and Aiken, *Complex Organizations: Critical Perspectives*, Scott Foresman, 1981. Best of the bunch. Good mix of material but theory-oriented and sociological rather than topic and organization studies based. Now somewhat dated.

c. Fischer and Sirianni, *Organization and Bureaucracy*, Temple University Press (2nd edition), 1994. Considerable overlap with Grusky and Miller. Again all US based. Final Part begins to address some topics (e.g. ecology)

d. Clark, Chandler, Barry, *Organizations and Identities*, Chapman and Hall, 1994. Only UK-based collection. As indicated by title, focuses upon identity, which is useful but rather restricting. Most of the readings are broad sociology. Second half of book has sections on Flexibility, Culture and Quality, Alienation and Stress. These are valuable but in many cases

rather dated. Few readings are obviously post-introductory.

Principles of Selection and Organization.

The following principles have guided our selection of contributions.

- Mix of US/UK/Other contributions
- Inclusion of contributions from key figures in the field e.g. Burrell, Clegg, Deetz, Alvesson, etc.
- Inclusion of sprinkling of empirically based material e.g. Rosen, Watson, Kunda

Topics (in no particular order)

Theory

Kenneth Benson, extracts from 'Organizations: A Dialectical View', Administrative Science Quarterly, 1977, 21, 1: 1-21

David Silverman (1977), 'Accounts of Organizations: Organizational "Structures" and the Accounting Process' in J. B. McKinlay (ed.), Processing People: Cases in Organizational Behaviour, London: Holt, Rinehart and Winston

Gibson Burrell and Robert Cooper, extracts from 'Modernism, Postmodernism and Organizational Analysis: An Introduction', Organization Studies, 1988, 9, 1: 91-112

Methodology

Gareth Morgan extracts from Beyond Method, Sage, 1975

Michael Rosen, extracts from 'Coming to Terms with the Field: Understanding and Doing Organizational Ethnography', Journal of Management Studies, 1991, 28: 1-24

David Knights, extracts from 'Changing Spaces: The Disruptive Impact of A New Epistemological Location for the Study of Management', Academy of Management Review, 1992, 17: 514-36

Management

Marta Calas and Linda Smircich, extracts from 'Voicing Seduction to Silence Leadership',

Organization Studies, 1991, 12, 4: 567-602

Hugh Willmott, extracts from 'Rethinking Management and Managerial Work: Class, Control and Subjectivity, Human Relations, 1997

Tony Watson, extracts from In Search of Management, Routledge, 1992

Strategy

Richard Whittington extract from What is Strategy - and Does it Matter?, Routledge, 1993

David Knights and Glenn Morgan, extracts from 'Corporate Strategy, Organizations and Subjectivity, Organization Studies, 1991, 12, 2: 251-273

Mats Alvesson and Hugh Willmott extracts from 'Strategic Management as Domination and Emancipation= in Advances in Strategic Management, 1995, 12, Part A: 85-112

Organization Design

Stephen Barley and Gideon Kunda, extracts from 'Devotion and Design: Surges of Rational and Normative Ideologies of Control in Managerial Discourse=, Administrative Science Quarterly, 1992, 37: 363-399

Paul du Gay, extracts from 'Colossal Immodesties and Hopeful Monsters: Pluralism and Organizational Conduct, Organization, 1994, 1, 1: 125-148

Roy Jacques, extracts from Manufacturing the Employee, Sage, 1995

Human Resource Management

Karen Legge, extracts from Human Resource Management: Rhetorics and Realities, Macmillan, 1995

Deborah Kerfoot and David Knights, extracts from 'Planning for Personnel: Human Resource Management Reconsidered', Journal of Management Studies, 1993, 30, 4 :651-668..

John Storey, extracts from New Perspectives on Human Resource Management, Routledge.

Power and Control

Michael Burawoy, extracts from Manufacturing Consent, University of Chicago Press, 1979

Stewart Clegg, extracts from Frameworks of Power, Sage, 1989

David Collinson, extracts from Managing the Shopfloor, de Gruyter, 1992

Identity

David Knights and Hugh Willmott, extracts from 'Power and Subjectivity at Work; From Degradation to Subjugation in Social Relations', Sociology, 1989 23, 4 : 535-558

John Jermier, extracts from 'When the sleeper wakes: A short story extending themes in radical organization theory, Journal of Management, 1985 11, 2: 67-80.

Dorinne Kondo, extracts from Crafting Selves, University of Chicago Press, 1990

Gender

Yvonne du Billing, extracts from 'Gender and Bureaucracies - A Critique of Ferguson's, The Feminist Case Against Bureaucracy, Gender, Work and Organization, 1994, 1, 4: 179-193

Deborah Kerfoot and David Knights, extracts from Management, Masculinity and Manipulation=, Journal of Management Studies, 1993, 30, 4: 659-677

David Collinson and Jeff Hearn, extracts from 'Naming Men as Men: Implications for Work, Organization and Management, Gender Work and Organization, 1994, 1, 1: 2-22

Symbolism/Culture

Peter Anthony, extracts from Managing Culture, 1994, Open University Press

Gideon Kunda, extracts from Engineering Culture, Temple University Press

Hugh Willmott, extracts from 'Strength is Ignorance; Slavery is Freedom: Managing Culture in Modern Organizations', Journal of Management Studies, 1993, 30, 4: 515-552

Change and Politics

David Knights and Fergus Murray, extracts from Managers Divided, Wiley, 1994

Stanley Deetz, extracts from Democracy in an Age of Corporate Colonization, City University of New York Press, 1992

Mats Alvesson and Hugh Willmott, extracts from 'On the Idea of Emancipation in Management and Organization Studies', Academy of Management Review, 17, 3: 432-64, 1992

Technology

Bloomfield, B and Vurdubakis, T (1994) 'Re-Presenting Technology' in Sociology, 28, 2: 455-478.

Cooper, R., 'Formal Organization as Representation: Remote Control, Displacement, Abbreviation' in M. Reed & M. Hughes (eds.) Rethinking Organization, London: Sage, 1991

Kallinikos, J. 'The Archi-tecture of the Invisible: Technology as Representation', Organization, 2/1: 117-140, 1995

Vurdubakis T et al., Putting Humpty Dumpty Together Again

Consumption

Rolland Munro, extracts from 'The consumption view of self: extension, exchange and identity' Sociological Review, 1996

Paul du Gay and Graeme Salaman, extracts from 'The Cult[ure] of the Customer' Journal of Management Studies, 30, 4: 615-634.

David Knights and Pam Odih, extracts from ' "It's about time": the significance of gendered time for financial services consumption', Time & Society, 4, 2: 205-231, 1995.

Postmodernism

Tim Newton, extracts from 'Postmodernism and Action', Organization, 3/1: 7-29

Robert Chia, extracts from 'The Problem of Reflexivity in Organizational Research: Towards a Postmodern Science of Organization', Organization, 3/1:31-59

David Knights extracts from "Organization Theory in the Age of Deconstruction: Dualism, Gender and Postmodernism Revisited", Organization Studies, 18/1 Jan/Feb 1997.