

SAGE LIBRARY IN BUSINESS AND MANAGEMENT

ORGANIZATIONAL DISCOURSE STUDIES

VOLUME I

Theoretical Developments

Edited by

David Grant, Cynthia Hardy
and Linda L. Putnam

USAGE

Los Angeles | London | New Delhi
Singapore | Washington DC

Contents

Appendix of Sources

Editors' Introduction: Organizational Discourse Studies – History,
Challenges and Contributions

David Grant, Linda L. Putnam and Cynthia Hardy

Volume I: Theoretical Developments

Antecedents

1. The Language of Power and the Power of Language
Stewart R. Clegg
2. Modernism, Post Modernism and Organizational Analysis 2:
The Contribution of Michel Foucault
Gibson Burrell
3. Modernism, Postmodernism and Organizational Analysis:
An Introduction
Robert Cooper and Gibson Burrell
4. Disciplinary Power in the Modern Corporation
Stanley Deetz

Scene Setting

5. Organizational Discourse
Dennis K. Mumby and Robin R. Clair
6. Varieties of Discourse: On the Study of Organizations through
Discourse Analysis
Mats Alvesson and Dan Karreman
7. Discourse Analysis in Organizations: Issues and Concerns
Linda L. Putnam and Gail T. Fairhurst

Theoretical Approaches

8. Corporate Strategy, Organizations, and Subjectivity: A Critique
David Knights and Glenn Morgan
9. Textual Agency: How Texts Do Things in Organizational Settings
Francois Cooren
10. Discourse and Institutions
Nelson Phillips, Thomas B. Lawrence and Cynthia Hardy
11. Finding the Organization in the Communication: Discourse as
Action and Sensemaking
James R. Taylor and Daniel Robichaud

12. Coordination as Energy-in-Conversation 295
Ryan W. Quinn and Jane E. Dutton
13. On the Multi-modality, Materiality and Contingency
of Organizational Discourse 327
Rick Iedema

Critiques/Debates

14. Discourse Analysis as Organizational Analysis 347
Robert Chia
15. Organizational Discourse Analysis: Avoiding the
Determinism-Voluntarism Trap 353
Charles Conrad
16. Getting Real about Organizational Discourse 365
Mike Reed

Volume II: Methods

Overviews of Studying Discourse

17. Discourse Analysis as a Way of Analysing Naturally Occurring Talk 3
Jonathan Potter
18. Against Discursive Imperialism, Empiricism and Constructionism:
Thirty-Two Problems with Discourse Analysis 25
Ian Parker and Erica Burman
19. Doing Research in Organizational Discourse: The Importance
of Researcher Context 41
Craig Prichard, Deborah Jones and Ralph Stablein
20. To Text or Context? Endotextual, Exotextual, and Multi-textual
Approaches to Narrative and Discursive Organizational Studies 67
David Barry, Brigid Carroll and Hans Hansen

Narratives and Stories

21. Narratives of Individual and Organizational Identities 89
Barbara Czarniawska-Joerges
22. Stories of the Storytelling Organization: A Postmodern Analysis
of Disney as "Tamara-Land" 119
David M. Boje

Critical Discourse Analysis and Deconstruction

23. Critical Discourse Analysis 161
Norman Fairclough and Ruth Wodak
24. Principles of Critical Discourse Analysis 189
Teun A. van Dijk

25. Power and Discourse in Organization Studies: Absence and the Dialectic of Control
Dennis K. Mumby and Cynthia Stohl

Irony, Rhetoric and Metaphors

26. Isn't It Ironic: Using Irony to Explore the Contradictions of Organizational Life
Angela Trethewey
27. The Discourse of the Middle Ground: Citizen Shell Commits to Sustainable Development
Sharon M. Livesey
28. Metaphor and Analogical Reasoning in Organization Theory: Beyond Orthodoxy
Cliff Oswick, Tom Keenoy and David Grant

Different Types of Texts: Video, Cartoons, Conversations, Websites

29. When Supervising Physicians See Patients: Strategies Used in Difficult Situations
Anita Pomerantz, B.J. Fehr and Jack Ende
30. No Joking Matter: Discursive Struggle in the Canadian Refugee System
Cynthia Hardy and Nelson Phillips
31. My Job Sucks: Examining Counterinstitutional Web Sites as Locations for Organizational Member Voice, Dissent, and Resistance
Loril M. Gossett and Julian Kilker

Reflexivity

32. Reflexive Inquiry in Organizational Research: Questions and Possibilities
Ann L. Cunliffe
33. Management Consultant Talk: A Cross-Cultural Comparison of Normalizing Discourse and Resistance
Susan Merilainen, Janne Tienari, Robyn Thomas and Annette Davies

Volume III: Applications and Contexts

Identity and Gender

34. The 'Feminine Advantage': A Discursive Analysis of the Invisibility of Older Women Workers
Susan Ainsworth

35. Health on the Line: Identity and Disciplinary Control in Employee Occupational Health and Safety Discourse 25
Heather M. Zoller
36. The Leader-Member Exchange Patterns of Women Leaders in Industry: A Discourse Analysis 51
Gail T. Fairhurst
37. The Bureaucratization, Commodification, and Privatization of Sexual Harassment through Institutional Discourse: A Study of the Big Ten Universities 87
Robin P. Clair

Emotion and Humour

38. Becoming a Character for Commerce: Emotion Labor, Self-Subordination, and Discursive Construction of Identity in a Total Institution 117
Sarah J. Tracy
39. 'Engineering Humour': Masculinity, Joking and Conflict in Shop-Floor Relations 147
David L. Collinson

Participation and Resistance

40. Change, Change or Be Exchanged: The Discourse of Participation and the Manufacture of Identity 169
Gill Musson and Joanne Duberley
41. Dialectical Tensions and Rhetorical Tropes in Negotiations 195
Linda L. Putnam
42. The Ambivalent Dynamics of Secretarial 'Bitching': Control, Resistance, and the Construction of Identity 215
Patty Sotirin and Heidi Gottfried
43. Theorizing the Micro-politics of Resistance: New Public Management and Managerial Identities in the UK Public Services 239
Robyn Thomas and Annette Davies

Institutional Change

44. Discourse and Deinstitutionalization: The Decline of DDT 265
Steve Maguire and Cynthia Hardy

Organizational Change

45. Change in Organizational Culture: The Use of Linguistic Methods in a Corporate Acquisition 315
David T. Bastien
46. Organizational Change as Discourse: Communicative Actions and Deep Structures in the Context of Information Technology Implementation 345
Loizos Heracleous and Michael Barrett

47. Ideological Positioning in Organizational Change: The Dialectic
of Control in a Merging Organization 383
Lisa A. Howard and Patricia Geist
48. Discourse as a Strategic Resource 409
Cynthia Hardy, Ian Palmer and Nelson Phillips