

SAGE LIBRARY IN BUSINESS AND MANAGEMENT

# SAGE DIRECTIONS IN ORGANIZATION STUDIES

**VOLUME I**

Edited by  
Stewart R. Clegg

**®SAGE**

Los Angeles | London | New Delhi  
Singapore | Washington DC

# Contents

Appendix of Sources	xi
Foreword	xix
Editor's Introduction: Directions in Organization Studies <i>Stewart Clegg</i>	xxi

## Volume I

### Histories

1. The Roots of Uncertainty in Organization Theory: A Historical Constructivist Analysis 3  
*Yehouda Shenhav and Ely Weitz*
2. From King to Court Jester? Weber's Fall from Grace in Organizational Theory 31  
*Michael Lounsbury and Edward J. Carberry*
3. 'Dead Selves': The Birth of the Modern Career 57  
*Alan McKinlay*
4. Shouldn't Organization Theory Emerge from Adolescence? 77  
*William H. Starbuck*
5. The Study of Organizations and Organizing since 1945 91  
*James G. March*
6. Managing Foucault: Genealogies of Management 103  
*Alan McKinlay*
7. From Freemasons to the Employee: Organization, History and Subjectivity 119  
*Tim Newton*
8. Ties to the Past in Organization Research: A Comparative Analysis of Retrospective Methods 145  
*Julie Wolfram Cox and John Hassard*
9. The New Structuralism in Organizational Theory 167  
*Michael Lounsbury and Marc Ventresca*

### Institutions and Evolutions

10. Lords of the Dance: Professionals as Institutional Agents 191  
*W. Richard Scott*
11. Co-Evolution of Entrepreneurial Careers, Institutional Rules and Competitive Dynamics in American Film, 1895-1920 213  
*Candace Jones*
12. Co-Evolution of Firm Capabilities and Industry Competition: Investigating the Music Industry, 1877-1997 249  
*Marc Huygens, Charles Baden-Fuller, Frans A.J. Van Den Bosch and Henk W. Volberda*

13. The Co-Evolution of Institutional Environments and Organizational Strategies: The Rise of Family Business Groups in the ASEAN Region <i>Michael Carney and Eric Gedajlovic</i>	291
14. From <i>Moby Dick</i> to <i>Free Willy</i> : Macro-Cultural Discourse and Institutional Entrepreneurship in Emerging Institutional Fields <i>Thomas B. Lawrence and Nelson Phillips</i>	321
15. New Practice Creation: An Institutional Perspective on Innovation <i>Michael Lounsbury and Ellen T. Crumley</i>	345
16. The Institutional Entrepreneur as Modern Prince: The Strategic Face of Power in Contested Fields <i>David Levy and Maureen Scully</i>	367
17. A Critical Realist Approach to Institutional Entrepreneurship <i>Bernard Leca and Philippe Naccache</i>	389
18. How Institutions Form: Loose Coupling as Mechanism in Gouldner's <i>Patterns of Industrial Bureaucracy</i> <i>Tim Hallett and Marc J. Ventresca</i>	413
19. New Organizational Forms: Towards a Generative Dialogue <i>Ian Palmer, Jodie Benveniste and Richard Dunford</i>	431
20. The Rise of Post-Bureaucracy: Theorists' Fancy or Organizational Praxis? <i>Phil Johnson, Geoffrey Wood, Chris Brewster and Michael Brookes</i>	451

## Volume II

### Process and Practice Theories

21. Faith, Evidence, and Action: Better Guesses in an Unknowable World <i>Karl E. Weick</i>	3
22. Organizing Is Both a Verb and a Noun: Weick Meets Whitehead <i>Tore Bakken and Tor Hemes</i>	19
23. The Sites of Organizations <i>Theodore R. Schatzki</i>	39
24. Introduction to the Symposium on the Foundations of Organizing: The Contribution from Garfinkel, Goffman and Sacks <i>Dalvir Samra-Fredericks and Francesca Bargiela-Chiappini</i>	61
25. Goffman on Organizations <i>Peter K. Manning</i>	85
26. Harold Garfinkel, Ethnomethodology and Workplace Studies <i>Anne Warfield Rawls</i>	109
27. Organization in Actual Episodes of Work: Harvey Sacks and Organization Studies <i>Nick Llewellyn</i>	143
28. Organs of Process: Rethinking Human Organization <i>Robert Cooper</i>	175
29. Organizations as Distinction Generating and Processing Systems: Niklas Luhmann's Contribution to Organization Studies <i>David Seidl and Kai Helge Becker</i>	205

## Discourses

- |   |     |
|---|-----|
| 30. Varieties of Discourse: On the Study of Organizations through Discourse Analysis<br><i>Mats Alvesson and Dan Karreman</i>   | 231 |
| 31. Standardization, Globalization and Rationalities of Government<br><i>Winton Higgins and Kristina Tamm Hallstrom</i>   | 253 |
| 32. Discourse Analysis in Organization Studies: The Case for Critical Realism<br><i>Norman Fairclough</i>   | 273 |
| 33. Embedded Ethics: Discourse and Power in the New South Wales Police Service<br><i>Ray Gordon, Stewart Clegg and Martin Kornberger</i>                              | 301 |
| 34. On the Multi-Modality, Materiality and Contingency of Organization Discourse<br><i>Rick Iedema</i>  | 331 |
| 35. Organizational Context and the Discursive Construction of Organizing<br><i>JohnAA Sillince</i>  | 349 |
| 36. The Application of Rhetorical Theory in Managerial Research: A Literature Review<br><i>E. Johanna Hartelius and Larry D. Browning</i>                             | 379 |
| 37. Meaning in Organizational Communication: Why Metaphor Is the Cake, Not the Icing<br><i>Raymond Hogler, Michael A Gross, Jackie L. Hartman and Ann L. Cunliffe</i> | 405 |

## Volume III

### Organizing Time, Space and Embodiment

- |   |     |
|---|-----|
| 38. On Time, Space, and Action Nets<br><i>Barbara Czarniawska</i>   | 3   |
| 39. Organizational Time: A Dialectical View<br><i>Miguel Pina e Cunha</i>   | 21  |
| 40. The Temporalization of Financial Markets: From Network to Flow<br><i>Karin Knorr Cetina and Alex Preda</i>  | 47  |
| 41. The Night of the Bug: Technology, Risk and (dis)Organization at the <i>fin de siecle</i><br><i>David Knights, Theo Vurdubakis and Hugh Willmott</i> | 71  |
| 42. Place, Space and Time: Contextualizing Workplace Subjectivities<br><i>Susan Halford and Pauline Leonard</i>   | 93  |
| 43. Stretching Out and Expanding Work Practices in Time and Space: The Case of Telemedicine<br><i>Davide Nicolini</i>                                   | 115 |
| 44. Knowing Bodies at Work: Embodiment and Ephemeral Teamwork in Anaesthesia<br><i>Jon Hindmarsh and Alison Pilnick</i>                                 | 145 |

45. Dance-Work: Images of Organization in Irish Dance 169  
*Donncha Kavanagh, Carmen Kuhling  
 and Kieran Keohane*

### **Organizing Identity**

46. Identities and Insecurities: Selves at Work 189  
*David L. Collinson*
47. The Tyranny of the Epochal: Change, Epochalism  
 and Organizational Reform 209  
*Paul du Gay*
48. Theorizing the Micro-Politics of Resistance: New Public  
 Management and Managerial Identities in the UK Public Services 231  
*Robyn Thomas and Annette Davies*
49. Cages in Tandem: Management Control, Social Identity, and  
 Identification in a Knowledge-Intensive Firm 255  
*Dan Karreman and Mats Alvesson*
50. Double Agents: Gendered Organizational Culture, Control  
 and Resistance 283  
*Beverley Hawkins*
51. Sexuality, Power and Resistance in the Workplace 303  
*Peter Fleming*
52. The Importance of Being 'Indian': Identity Centrality and Work  
 Outcomes in an Off-Shored Call Center in India 325  
*Diya Das, Ravi Dharwadkar and Pamela Brandes*
53. Albert and Whetten Revisited: Strengthening the Concept  
 of Organizational Identity 355  
*David A Whetten*
54. Mobilizing Identities: Uncertainty and Control in Strategy 379  
*Harrison C. White, Frederic C. Godart and Victor P Corona*
55. Desperately Seeking Legitimacy: Organizational Identity  
 and Emerging Industries 401  
*Stewart R. Clegg, Carl Rhodes and Martin Kornberger*

## **Volume IV**

### **Cultures and Organizations**

56. Culture and Organization Theory 3  
*Calvin Morrill*
57. Governmentality Matters: Designing an Alliance Culture  
 of Inter-Organizational Collaboration for Managing Projects 31  
*Stewart R. Clegg, Tyrone S. Pitsis, Thekla Rura-Polley  
 and Marton Marosszeky*
58. The Political Dynamics of Organizational Culture in an  
 Institutionalized Environment 53  
*Suzana Braga Rodrigues*

59. In Search of Identity and Legitimation: Bridging Organizational Culture and Neoinstitutionalism 75  
*Jesper Strandgaard Pedersen and Frank Dobbin*
60. Hofstede's Model of National Cultural Differences and Their Consequences: A Triumph of Faith – A Failure of Analysis 87  
*Brendan McSweeney*
61. D'Oh: *The Simpsons*, Popular Culture, and the Organizational Carnival 115  
*Carl Rhodes*
62. Pop (Culture) Goes the Organization: On Highbrow, Lowbrow and Hybrids in Studying Popular Culture within Organization Studies 133  
*Alf Rehn*

### **Organization/s and/as Relations of Power**

63. Reflections on Seven Ways of Creating Power 155  
*Mark Haugaard*
64. What *B* Would Otherwise Do: A Critique of Conceptualizations of 'Power' in Organizational Theory 183  
*Galit Ailon*
65. The Politics of Gossip and Denial in Interorganizational Relations 213  
*Ad van Iterson and Stewart R. Clegg*
66. Metaphors of Resistance 233  
*Peter Fleming*
67. The Fox and the Hedgehog Go to Work: A Natural History of Workplace Collusion 251  
*Graham Sewell*
68. Rituals and Resistance: Membership Dynamics in Professional Fields 269  
*Thomas B. Lawrence*
69. Circuits of Power in Practice: Strategic Ambiguity as Delegation of Authority 295  
*Sally Davenport and Shirley Leitch*
70. Necrocapitalism 317  
*Subhabrata Bobby Banerjee*
71. From Binarism Back to Hybridity: A Postcolonial Reading of Management and Organization Studies 343  
*Michal Frenkel and Yehouda Shenhav*
- 11. Organization Studies and Epistemic Coloniality in Latin America: Thinking Otherness from the Margins 367**  
*Eduardo Ibarra-Colado*