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Routledge Studies in Human Resource Development

# **INTERPRETING THE MATERNAL ORGANIZATION**

Edited by  
Heather Hoff  
Monika Kostera

# Interpreting The Maternal Organization

**Clare Rigg, Sue Richards**



## **Interpreting The Maternal Organization:**

**Handbook of Gender, Work and Organization** Emma Jeanes, David Knights, Patricia Yancey Martin, 2012-04-16 This work of reference represents a remarkably complete detailed and extensive review of the field of gender work and organization in the second decade of the 21st century. Its authors represent eight countries and many disciplines including management sociology political science and gender studies. The chapters by top scholars in their areas of expertise offer both reviews and empirical findings and insights and challenges for further work. The chapters are organized in five sections: Histories and Philosophies; Organizing Work and the Gendered Organization; Embodiment; Globalization and Diversity; Theoretical and conceptual developments at the cutting edge of the field are explicated and illustrated by the handbook's authors. Methods for conducting research into gender work and organization are reviewed and assessed as well as illustrated in the work of several chapters. Efforts to produce greater gender equality in the workplace are covered in nearly every chapter in terms of past successes and failures. Military organizations are presented as one of the difficult to change in regards to gender with the result that women are marginalized in practice even when official policies and goals require their full inclusion. The role of the body/embodiment is emphasized in several chapters with attention both to how organizations discipline bodies and how organizational members use their bodies to gain advantage. Particular attention is paid to sexuality in and organizations including sexual harassment policies to alleviate bias and the likelihood that future work will pay more attention to the body's presence and role in work and organizations. Many chapters also address change efforts that have been employed by individuals, groups and organizations including transnational ones such as the European Union, the United Nations and so on. In addition to its value for teachers and students within this field, it also offers insights that would be of value to policymakers and practitioners who need to reflect on the latest thinking relating to gender at work and in organizations.

*The Routledge Companion to Ethics, Politics and Organizations* Alison Pullen, Carl Rhodes, 2015-06-05 The Routledge Companion to Ethics, Politics and Organizations synthesizes and extends existing research on ethics in organizations by explicitly focusing on ethical politics where ethics informs political action. It draws connections between ethics and politics in and around organizations and the workplace, examines cutting edge areas and sets the scene for future research. Through a wealth of international and multidisciplinary contributions, this volume considers the broad range of ways in which ethics and politics can be conceived and understood. The chapters look at various ethical traditions as well as the discursive deployment of ethical terminology in organizational settings and they also examine large scale political structures and processes and how they relate to different forms of politics which affect behaviour in organizations. These many possibilities are united by a focus on how ethics can be used to inform and justify the exercise of power in organizations. This collection will be a valuable reference source for students and researchers across the disciplines of organizational studies, ethics and politics.

**International Encyclopedia of Organization Studies** Stewart Clegg, James R. Bailey, 2008

Describing the field spanning individual organisation societal and cultural perspectives in a cross disciplinary manner this is the premier reference tool for students lecturers academics and practitioners to gather knowledge about a range of important topics from the perspective of organisation studies      **Organization as Time** François-Xavier de Vaujany, Robin Holt, Albane Grandazzi, 2023-07-06 The bulk of Management and Organization Studies deals with time as organization Time is performed organized enacted and as such is a locus of power In this edited book we stress the importance of organization as time Time is an organizing force The happening and becoming of collective activity its technologies its images keep empowering dominating or more rarely emancipating the fragile and ephemeral subjectivities of our world The turn to digitality in all aspects of contemporary life has made the organizing power of time more pervasive than ever How to describe organization as time How to explore the relationship between becoming duration images events non events or historicity and their relationships with power and emancipation These are the rich and varied challenges seized by this book by a team of leading scholars interested in time and temporality in the context of management and organization

**Interpreting the Maternal Organization** Heather Höpfl, Monika Kostera, 2003-08-27 Over the past ten to fifteen years there has been an increasing interest in emotion in organizations in diversity ethics care and the ubiquitous pursuit of quality These concerns however have consistently been reduced to issues of management and regulation There is now a growing need to confront issues related to the dehumanization of organizations This book brings these issues together presenting an original construction of the organization via an emphasis on the m other This book is not a feminist tract nor is it primarily about the experiences of women in organizations It rather argues that conventional representations of the organization are patriarchal masculine directed by the animus and that such representations reduce the notion of organization to abstract relationships rational actions and purposive behaviour This challenging book will be of essential interest to all critical management theorists With its innovative approach it will also appeal to students teachers and all those looking for an approach to management that does justice to the complexity ambivalence and chaos of the world of organizing      **Myths, Stories, and Organizations** Yiannis Gabriel, 2004-01-29 Each chapter of this book takes as its starting point a myth a legend a story or a fable and explores its contemporary relevance for a world of globalization organizations and consumerism Each contributor is inspired by a relatively short but rich text which is then used as a springboard for an analysis of contemporary social and organizational realities The idea behind this book is that by looking at contemporary society through the prism of pre modern narratives certain features emerge in sharp relief while others are found to be entrenched in societies across the ages The texts that have inspired the authors of this collection differ some are myths some are stories one is a children s tale The origins of these texts differ from the scriptural to the folkloric from high art to oral tradition What all the texts have in common is a distinct and compelling plot a cast of recognizable characters with an ability to touch us and speak to us through the ages and above all a powerful symbolic aura one that makes them identifiable landmarks in storytelling tradition

The driving force behind this project was each author's love for their narratives. It is not an exaggeration to say that the book is a true labour of love. The chapters are introduced by the editor and are arranged in four parts, each with its own introduction. The chapters in each part spring from stories that share a narrative character and are labelled as Knowledge Narratives, Heroic Narratives, Tragic Narratives, and Reflective Narratives. The book offers a set of probing original and critical inquiries into the nature of human experience, knowledge and truth, the nature of leadership, power and heroic achievement, postmodernity and its discontents, and emotion, identity and the nature of human relations in organizations. Different chapters deal among other things with the nature of leadership in the face of terrorism, friendship, women's position in organizations, the struggle for identity, the curse of insatiable consumption, and the ways the hero and heroine are constructed in our times.

Organizational Olympians M. Kostera, 2008-06-24. The first volume in a series of three focuses on myth in everyday organizational life pertaining to individual actors, heroes and heroines, and the roles they play in organizations. Attitudes and temperaments as well as professional ethos are narrated and mythologized to reveal an archetypal dimension of organizing and organizations.

*Ageing, Organisations and Management* Iris Aaltio, Albert J. Mills, Jean Helms Mills, 2017-08-16. This book explores critical perspectives on ageing in organisations and offers both managerial and workplace practices for dealing with this prominent issue. The collection provides cross-disciplinary research on the discursive and mythological aspects of ageing at work as well as recent studies of the relationship between age and innovation, talent, careers and workplace transitions. The book brings together authors from Europe, North America and Australia. By addressing current societal challenges and offering insights on ageing at work, this book will be of interest to those involved in human resource management, workplace organisation and the sociology of work.

**Narratives We Organize By** Barbara

Czarniawska, Pasquale Gagliardi, 2003-06-30. This book is a collection of texts that explore the analogy between organizing and narrating between action and text. The raw material of everyday organizational life consists of disconnected fragments, physical and verbal actions that do not make sense when reported with simple chronology. Narrating is organizing; this raw and fragmented material with the help of such devices as plot and characters. Simultaneously, organizing makes narration possible because it orders people, things and events in time and place. The collection, written by organization researchers from many different countries, explores this analogy in both directions, reporting studies that show how narratives are made in situ and applying narrative analysis, structuralist and poststructuralist to stories already in existence.

Barbara Czarniawska is Skandia Professor of Management Studies at GRI School of Economics and Commercial Law, Göteborg University, Sweden. Pasquale Gagliardi is Professor of Sociology of Organization at the Catholic University of Milan and Managing Director of ISTUD Istituto Studi Direzionali Milan, Stresa, Italy.

*Women, Organizations and Vulnerability* Hugo Gaggiotti, Isis Arlene Díaz-Carrión, 2025-03-04. Why are women, despite being resilient, adaptable and persistent, often constructed and perceived as weak and vulnerable? Women's vulnerability is not a neutral concept but is organizationally defined and understood.

Organizations are discursive spaces where women's vulnerability is constructed and reproduced as a communicative act and event. We often represent vulnerability at individual or organizational levels but not both. Women's vulnerability reminds us of the pervasive interconnectedness of personal and organizational life events. Experiencing women's organizational vulnerability is common. However, is women's vulnerability publicly represented, defined, felt and acted upon in the same way everywhere? This book is focused on comparing women's organizational vulnerability practices, making a significant contribution to reflection theory, methods and cross disciplinary expertise. The process of making sense of vulnerability is extremely diverse and intersectionally constructed through gender culture and organizational discourses which demands complex innovative and non Eurocentric methodological paradigms and approaches. This book satisfies these demands by integrating contributions from a diverse range of disciplines, academic traditions and cases and provides an understanding of women's vulnerability as a global phenomenon that comprises both cultural and organizational contexts. By examining how publicly and organizationally women develop particular and creative strategies to navigate vulnerability, the book significantly contributes towards identifying archetypical practices for negotiating vulnerability in different contexts.

**Managing Healthy Organizations** Mikael Holmqvist, Christian Maravelias, 2010-10-04. This book studies worksite health promotion as a way of managing organizations. It examines the character of corporate health experts' work, the social contexts of their profession, their striving for influence, the way they try to affect people's thinking and behaviour and the organizational ethic and culture that they contribute to construct.

**Gender and the Organization** Marianna Fotaki, Nancy Harding, 2017-10-02. Discussions of feminism and gender in organizations and management studies have with some notable exceptions become stuck in something of a time warp. This lies in stark contrast to the developments in the fields of feminism and gender theory more generally. Management and organization studies needs new applied topical gender theories that challenge the limits on what can be said about working lives in organizations. *Gender and the Organization: Women at Work in the 21st Century* looks to update management organizational studies with the recent developments in gender theory including theories of embodiment, affect, materiality, identity, subjectification, recognition and the intertwining of political, social and the psyche. As well as looking backwards at existing feminist and gender theory, this exciting book also looks forward, developing an organizational feminist theory for the twenty first century. Exploring what feminist ethics of an organization would look like, this volume shows what a revived feminist organization studies could offer to gender theorists more generally. This book will be of interest not only to management and organization theorists but also more generally to feminist and gender theorists working across the social sciences, arts and humanities. It will appeal to postgraduate and research students and also to established organization and management scholars working in business schools across the world.

**The Oxford Handbook of Gender in Organizations** Savita Kumra, Ruth Simpson, Ronald J. Burke, 2014-03-13. The issue of gender in organizations has attracted much attention and debate over a number of years. The focus of

examination is inequality of opportunity between the genders and the impact this has on organizations individual men and women and society as a whole It is undoubtedly the case that progress has been made with women participating in organizational life in greater numbers and at more senior levels than has been historically the case challenging notions that senior and or influential organizational and political roles remain a masculine domain The Oxford Handbook of Gender in Organizations is a comprehensive analysis of thinking and research on gender in organizations with original contributions from key international scholars in the field The Handbook comprises four sections The first looks at the theoretical roots and potential for theoretical development in respect of the topic of gender in organizations The second section focuses on leadership and management and the gender issues arising in this field contributors review the extensive literature and reflect on progress made as well as commenting on hurdles yet to be overcome The third section considers the gendered nature of careers Here the focus is on querying traditional approaches to career surfacing embedded assumptions within traditional approaches and assessing potential for alternative patterns to evolve taking into account the nature of women's lives and the changing nature of organizations In its final section the Handbook examines masculinity in organizations to assess the diversity of masculinities evident within organizations and the challenges posed to those outside the norm In bringing together a broad range of research and thinking on gender in organizations across a number of disciplines sub disciplines and conceptual perspectives the Handbook provides a comprehensive view of both contemporary thinking and future research directions

Interpreting the Internet Elisabeth J. Friedman, 2017 Every user knows the importance of the symbol in internet communication Though the symbol barely existed in Latin America before the emergence of email Spanish speaking feminist activists immediately claimed it to replace the awkward o a used to indicate both genders in written text discovering embedded in the internet an answer to the challenge of symbolic inclusion In repurposing the symbol they changed its meaning In Interpreting the Internet Elisabeth Jay Friedman provides the first in depth exploration of how Latin American feminist and queer activists have interpreted the internet to support their counterpublics Aided by a global network of women and men dedicated to establishing an accessible internet activists have developed identities constructed communities and honed strategies for social change And by translating the internet into their own vernacular they have transformed the technology itself This book will be of interest to scholars and students in feminist and gender studies Latin American studies media studies and political science as well as anyone curious about the ways in which the internet shapes our lives

**Interpreting the Maternal Organisation** Heather Höpfl, Monika Kostera, 2003 In this work the contributors argue that conventional representations of the organization are patriarchal masculine and directed towards the animus By contrast they seek to restore the maternal aspects of organization

*Women's Emancipation and Civil Society Organisations* Schwabenland, Christina, Lange, Chris, 2016-10-05 Available Open Access under CC BY NC ND licence Women are at the heart of civil society organisations Through them they have achieved many successes challenged oppressive practices at a

local and global level and have developed outstanding entrepreneurial activities Yet Civil Service Organisation CSO research tends to ignore considerations of gender and the rich history of activist feminist organisations is rarely examined This collection examines the nexus between the emancipation of women and their roles in these organisations Featuring contrasting studies from a wide range of contributors from different parts of the world it covers emerging issues such as the role of social media in organising the significance of religion in many cultural contexts activism in Eastern Europe and the impact of environmental degradation on women's lives Asking whether involvement in CSOs offers a potential source of emancipation for women or maintains the status quo this anthology will also have an impact on policy and practice in relation to equal opportunities

*New Ways of Organizing Work* Clare Kelliher, Julia Richardson, 2011-10-06 *New Ways of Organizing Work* offers a broader understanding of changes to the way work is organized and the implications for relevant stakeholders It brings together contributions from a well established group of international scholars to examine the nature and consequences of new ways of working The book draws on studies of a variety of new forms of work involving a diverse range of employees and drawing on experiences in a variety of countries It includes three main empirical sections The first focuses on different forms of work and working arrangements stimulated by the use of technology increased competitive pressure and media portrayal of work and working In contrast to much other work in the field a strong theme of this book is individuals' experiences of new ways of working The second empirical section examines this theme with a specific focus on remote workers and their responses to new ways of working Exploring contemporary trends towards increasing use of global teams the third section examines the implications of distributed teams and the challenges for managing performance and knowledge transfer

**Writing Differently** Alison Pullen, Jenny Helin, Nancy Harding, 2020-04-24 *Writing Differently* is a critical insightful poetic and timely collection of essays poems plays and auto ethnographic pieces that showcases the potential of academic writing The volume will be of interest to those interested in alternative ways of working researching thinking organizing writing research and research lives

**Action Learning, Leadership and Organizational Development in Public Services** Clare Rigg, Sue Richards, 2006-09-27 Unprecedented investment is being made in leadership development across the public sector leadership courses are growing and development is a core theme of organizational capacity building initiatives Within this action learning has attracted increasing interest as an approach that can simultaneously address individual and organizational development An impressive and scholarly collection this book collates important examples and considers the evidence for action learning's effectiveness An important read for postgraduate students and researchers of human resources training and development this important book draws important insights to raise new questions concerning the role of the facilitator the value of a bilingual ability with public service issues and facilitation comparisons with coaching and mentoring and implications for employing action learning in a politicized or hierarchical environment and on a consultancy basis

*Authentic Leadership* Donna Ladkin, Chellie Spiller, 2013-10-31 What



is authentic leadership Does it require a leader to express his or her true self even if that true self is less than wonderful How do followers know the difference between real and fake leaders anyway What happens when cultural expectations o

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