

HANDBOOK OF GENDER, WORK & ORGANIZATION



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 WILEY

Handbook Of Gender And Work

Mustafa F. Özbilgin



Handbook Of Gender And Work:

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.

Handbook of Gender and Work Gary N. Powell, 1999-07-29 The Handbook of Gender and Work provides a comprehensive overview and synthesis of the literature and knowledge about gender and work. It equips the reader with a solid understanding of where we stand on gender and work issues and what the next directions for research and assessment will be. Under the skilled leadership of editor Gary N. Powell, an outstanding group of multidisciplinary and international researchers and scholars deliver their summary and analysis of current research and their views on how gender and work intersect along a variety of societal, economic, interpersonal and organizational paradigms. Topics include Gender gap in earnings, Sex segregation of occupations, Romantic relationships in organizational settings, Stress and work, Affirmative action, Sexual harassment, Mentoring Women as leaders, The glass ceiling, Women entrepreneurs, Corporate masculinity, Gender and ethnicity, Gender bias in hiring and evaluating. The Handbook of Gender and Work will be an invaluable resource for students, scholars and professionals interested in increasing their understanding of gender-related phenomena that occur in the workplace. Anyone seeking guidance for dealing with specific situations that arise as a result of the influence of gender or in identifying useful

directions for future will want to own a copy of this Handbook Research Handbook on Gender, Work and Employment Relations Sue Williamson, Jane Parker, Noelle Donnelly, Mihajla Gavin, Sue Ressa, 2025-04-09 Presenting cutting edge research on gender work and employment relations this Research Handbook represents the latest thinking in this dynamic field A multinational team of academics share their expertise from a broad range of disciplines including employment relations human resource management sociology management and feminist and organisational studies *Research in Occupational Stress and Well being* Sabine Sonnetag, Pamela L. Perrewé, Daniel C. Ganster, 2009-04-21 Focuses on processes related to recovery and unwinding from job stress This book demonstrates that recovery research is a very promising approach for understanding the processes of job stress and relieve from job stress more fully Women and Work Paula Dubeck, Kathryn M. Borman, 1996 First Published in 1996 Routledge is an imprint of Taylor Francis an informa company

Supporting Women's Career Advancement Ronald J. Burke, Mary C. Mattis, 2005-01-01 This book documents the progress that managerial and professional women have made in advancing their careers and the challenges and opportunities that remain In the context of increasing numbers of women entering the workplace and indeed pursuing profes **Gender, Race, and Ethnicity in the Workplace** Margaret Foegen Karsten, 2006-07-30 Despite tremendous strides that have led to increasing numbers of women and minorities entering the workplace and achieving positions of power and influence there is still much ground to be gained Blending theory and practice statistics and analysis this three volume set presents the latest research from the fields of management sociology psychology law and public policy to shed new light on the dynamics of gender and race ethnicity in the workplace The first volume details the corporate paths of women and minorities to date highlighting continuing challenges and gaps Volumes 2 and 3 tackle such complex issues as corporation socialization and how it excludes women and minorities the impact of affirmative action decisions on practice and policy the fine line between office romance and sexual harassment and work life balance These volumes also showcase innovative practices in promoting diversity and leadership development Featuring contributions from such influential authors as Nancy Adler Gail Evans and Gary Powell this set presents a unique collection of perspectives on the dynamics of race ethnicity and gender in the workplace and considers how they both reflect and reinforce the culture at large Since women were first admitted to the Harvard Radcliffe business program in 1959 they have made remarkable progress in assuming leadership and management positions traditionally held by white men more recently African Asian Hispanic and Native American women and men have joined the professional realm in increasing numbers with profound implications for organizations Nevertheless the statistics still tell a discouraging story women make up nearly 50 percent of the workforce but only 16 percent of the corporate officer pool in America s 500 largest companies for every dollar a white man earns a black man earns 76 cents in a recent survey 70 percent of women cited lack of an influential mentor as a key obstacle to attaining business success The leading business experts assembled here consider what is behind these statistics and what can be done to change the culture that creates

them Blending theory and practice statistics and analysis this three volume set presents the latest research from the fields of management sociology psychology law and public policy to shed new light on the dynamics of gender and race ethnicity in the workplace The first volume details the corporate paths of women and minorities to date highlighting continuing challenges and gaps Volumes 2 and 3 tackle such complex issues as socialization and how it excludes women and minorities the impact of affirmative action decisions on practice and policy the fine line between office romance and sexual harassment the depth of racial and gender stereotypes work life balance and unwritten codes of power and influence These volumes also showcase innovative practices in promoting diversity and leadership development Featuring contributions from such influential authors as Nancy Adler Gail Evans and Gary Powell this set presents a unique collection of perspectives on the dynamics of race ethnicity and gender in the workplace and considers how they both reflect and reinforce the culture at large

Women and Men in Management Gary N. Powell, Laura M. Graves, 2003 Table of contents

Understanding Gender and Organizations Mats Alvesson, Yvonne Due Billing, 2009-05-07 An unusually comprehensive and sophisticated analysis of how organizations and the men and women who work within them are affected by gendered processes and relations Alvesson and Billing's contribution is unique in its sensitivity to the wide range of processes affected by gender paired with its sensitivity to the pitfalls of inappropriately applying a gender lens This book is a must read for organizational researchers and gender scholars Debra Meyerson Stanford University Students and scholars alike will find this at once a useful overview and a thought provoking take on the complexity of gender in organizations and gendered organizations Robin J Ely Warren Alpert Professor of Business Administration Harvard Business School In the decade since the first edition of this critical and provocative text many aspects of gender have changed and many have stayed the same While the gendered study of organizations is a growing field in its own right in many real life organizations gaps in gendered job roles and pay are as entrenched as they were This Second Edition is a long awaited update to an essential text in this dynamic and expanding field of inquiry incorporating new international perspectives that incorporate recent theory and debate and a new chapter on gender and identity

Handbook of Gender and Women's Studies Kathy Davis, Mary Evans, Judith Lorber, 2006-04-27 This breathtakingly broad interdisciplinary reader demonstrates how widely feminist thinking has spread how deeply it has shaken settled assumptions in the disciplines and how much new light it throws on contemporary controversies Myra Marx Ferree University of Wisconsin Madison A timely intervention and highly engaged thoughtful and scholarly analysis of the state of gender and women's studies in the West by three eminent feminist scholars Highly cognisant of the central issues that have fractured blocked and enhanced western feminism Bev Skeggs Goldsmiths The comprehensiveness and the interdisciplinary range of themes are impressive and they make the Handbook into a wonderful tool for teachers and students of women's and gender studies Nina Lykke Linköping University Gender and women's studies is one of the most challenging fields within the social sciences the dynamics of gender relations and the social and cultural implications of

gender constructions offer a lively forum of debate The Handbook of Gender and Women s Studies presents a comprehensive and engaging review of the most recent developments within the field including the study of masculinity the feminist implications of postmodernism the cultural turn and globalization The authors review current research and offer critical analyses of women s and gender studies in work the welfare state family education religion violence and war and feminist global politics Edited by three leading academics from Europe and the United States and with 25 chapters written by scholars based throughout the world the Handbook situates the most important debates in the field within a uniquely international and interdisciplinary context The Handbook is a useful introduction to gender theory and an exciting starting point for fresh debates

Handbook of the Sociology of Gender Janet Saltzman Chafetz, 2006-11-22 During the past three decades feminist scholars have successfully demonstrated the ubiquity and omnirelevance of gender as a sociocultural construction in virtually all human collectivities past and present Intrapsychic interactional and collective social processes are gendered as are micro meso and macro social structures Gender shapes and is shaped in all arenas of social life from the most mundane practices of everyday life to those of the most powerful corporate actors Contemporary understandings of gender emanate from a large community of primarily feminist scholars that spans the gamut of learned disciplines and also includes non academic activist thinkers However while incorporating some cross disciplinary material this volume focuses specifically on socio logical theories and research concerning gender which are discussed across the full array of social processes structures and institutions As editor I have explicitly tried to shape the contributions to this volume along several lines that reflect my long standing views about sociology in general and gender sociology in particular First I asked authors to include cross national and historical material as much as possible This request reflects my belief that understanding and evaluating the here and now and working realistically for a better future can only be accomplished from a comparative perspective Too often American sociology has been both tempero and ethnocentric Second I have asked authors to be sensitive to within gender differences along class racial ethnic sexual preference and age cohort lines

The SAGE Handbook of Gender and Psychology Michelle K Ryan, Nyla R Branscombe, 2013-09-23 The SAGE Handbook of Gender and Psychology is a unique state of the art synthesis of the known work combined with current research trends in the broad field of gender and psychology In the past 35 years academic publications on the subject have increased tenfold and this level of activity as well the diversity of research looks set to increase in the coming years too The time is ideal for a systematic review of the field Contributions come from academics around the world and many different disciplines and as a result multiple perspectives and a diversity of methodologies are presented to understand gender and its implications for behaviour Chapters cover a wide variety of topics theoretical approaches contexts and social issues they also critically examine the key issues and current debates Both advanced students and scholars will find extensive range and depth in the topics covered across the Handbook s 29 chapters Published as a single volume the handbook is aimed at individuals as well as the library

market The SAGE Handbook of Gender and Psychology will have mass appeal across the field of psychology including social psychology and gender and psychology as well a number of other subject groups such as gender studies sociology organizational behaviour and political science **Mothering in the Age of Neoliberalism** Giles Melinda

Vandenbeld,2014-03-01 Neoliberal policies and austerity measures have unequivocally altered the landscape of women s lives globally The most detrimental effect has been on mothers as they are faced with increasing responsibility and decreasing resources Despite mothers being the primary producers consumers and repro ducers of the neoliberal world their centrality has been largely silenced within economic discourse Thus Mothering in the Age of Neoliberalism calls for a new economic framework to counter the individualized neoliberal model one in which the needs of mothers and children are prioritized This volume provides a crucial starting point By identifying the sources of neoliberal failure toward mothers we can begin to collectively formulate an alternative paradigm in which mothers voices are no longer rendered invisible but rather predominate in the global landscape Gender in Management Gary N. Powell,2024-01-23 Gender in Management

by Gary N Powell provides a comprehensive survey and review of the literature on sex gender and organizations including research based strategies for promoting an organizational culture of diversity equity and inclusion **The Routledge**

Companion to Philosophy in Organization Studies Raza Mir,Hugh Willmott,Michelle Greenwood,2015-11-06 The Routledge Companion to Philosophy in Organization Studies provides a wide ranging overview of the significance of philosophy in organizations The volume brings together a veritable who s who of scholars that are acclaimed international experts in their specialist subject within organizational studies and philosophy The contributions to this collection are grouped into three distinct sections Foundations exploring philosophical building blocks with which organizational researchers need to become familiar Theories representing some of the dominant traditions in organizational studies and how they are dealt with philosophically Topics examining the issues themes and topics relevant to understanding how philosophy infuses organization studies Primarily aimed at students and academics associated with business schools and organizational research The Routledge Companion to Philosophy in Organization Studies is a valuable reference source for anyone engaged in this field **Encyclopedia of Human Resource Management** Adrian Wilkinson,Stewart

Johnstone,2016-01-29 The Encyclopedia of Human Resource Management is an authoritative and comprehensive reference resource with almost 400 entries on core HR areas and key concepts From age discrimination to zero hours contracts each entry reflects the views of an expert and authoritative author The terms included vary from singular concepts such as performance appraisal and industrial conflict to organisational behaviour terms including organisational culture and commitment and broader management terms such a resourcing and management development Each entry provides a list of references and further reading to enable the reader to gain a deeper awareness and understanding of each topic This book is an ideal companion to a standard HRM textbook and both undergraduate and postgraduate students will find it to be of value

It will also be useful for academic researchers HR practitioners and policy specialists looking for a succinct expert summary of key HR concepts

Reworking Gender Karen Ashcraft, Dennis K Mumby, 2003-09-24 *Reworking Gender* is a remarkable analysis of the intersections of discourse gender and organizing that not only addresses contemporary metatheoretical concerns but also illuminates these issues with archival and interview data *Reworking Gender* systematically lays out arguments for the importance of work in our field for communication's connections with and potential contributions to related disciplines and for possible ways in which researchers can continue to challenge boundaries between presumably incommensurable discourses Without a doubt *Reworking Gender* will prove to be a landmark book in feminist critical cultural organization studies and organizational communication theorizing Patrice M Buzzanell Purdue University *Reworking Gender* A Feminist Communicology of Organization examines the place of gender and feminist scholarship in contemporary critical organization studies Departing from the common view of gender as a specialized branch of organization scholarship authors Dennis K Mumby and Karen Lee Ashcraft reposition feminism in a communication centered model that integrates recent developments in feminist critical and postmodern organizational studies Linking theory to practical projects the authors address many of the complex and often contradictory concerns of critical organizational scholarship including issues of discourse subjectivity power race and class In a compelling and timely fashion this important volume explores Gendered organization studies in the wake of the discursive turn The dynamic relationship between gender and organization The social construction of gendered work identities The intersection of gender race sexuality and class The dialectical relation of power and resistance With its interdisciplinary approach *Reworking Gender* A Feminist Communicology of Organization will be of significant interest to scholars and graduate students in such fields as organizational communication management and organization studies sociology and gender studies

Handbook on Well-Being of Working Women Mary L. Connerley, Jiyun Wu, 2015-07-27 This handbook provides an overview and synthesis of relevant literature related to the issue of the well being of working women This focus addresses a gap that currently exists in the quality of life and well being fields The work of the authors answers the following broad questions Does gender matter in the well being of working women Do prejudices against and stereotypes of women still play a role in interpersonal interactions in the workplace that could hinder women from flourishing professionally Does the organizational context such as organizational culture reward systems and leadership contribute to the well being of working women What impact does the national context have on the well being of working women And finally how can public policies help enhance the well being of working women These are important issues for academics researchers and graduate students interested in gender issues in the fields of management sociology psychology social psychology economics and quality of life studies Policy makers and practitioners will also find this book beneficial Equitable treatment and outcomes for all regardless of gender remains a challenging goal to achieve with various barriers in different contexts and different cultures and this book provides strong coverage of this important topic of well

being of working women **Diversity** Mustafa F. Özbilgin, 2023-08-29 Diversity A Key Idea for Business and Society introduces an idea that proliferates business and society having been incorporated into mainstream theory and practice Beyond this multidisciplinary setting how diversity is defined framed managed and regulated is also exposed to considerable social economic political and ideological interpretation and manipulation This volume explores definitions of diversity its various manifestations and interdisciplinary influences that shape how diversity is researched The text turns to workforce diversity as a particular case of diversity and explores antecedents correlates and consequences of workforce diversity The author considers power inequality and intersectionality to illuminate the subject from the key manifestations including class gender ethnicity sexuality and disability With insights from an array of fields from economics through management to biology the author also highlights the various cases against diversity alongside analysis of how to navigate the diversity jungle in practice This concise authoritative book will be essential reading for students researchers and reflective practitioners interested in workforce diversity as well as unique supplementary reading across the social sciences *Management and gender in higher education* Pat O'Connor, 2015-11-01 This book is a definitive examination of higher education locating it in a wider neo liberal context involving the state and the market with a specific focus on recent higher policy and on the elite group of senior managers in universities Written in a clear accessible style it provides an in depth analysis of university structures cultures and practices at senior management level Despite the managerialist rhetoric of accountability we see structures where access to power is through the Presidents blessing very much as in a medieval court We see a culture that is less than comfortable with the presence of women and which in its narratives stereotypes and interactions exemplifies to a rather nineteenth century view of women Sites and sources of change are also identified In a global context where diversity is crucial to innovation it challenges us to critically reflect on management and on higher education

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