

PERSPECTIVES ON PROCESS ORGANIZATION STUDIES SERIES EDITORS: ANN LANGLEY & HARIDIMOS TSOUKAS

CONSTRUCTING IDENTITY IN AND AROUND ORGANIZATIONS

Edited by MAJKEN SCHULTZ, STEVE MAGUIRE, ANN LANGLEY, HARIDIMOS TSOUKAS

Constructing Identity In And Around Organizations Perspectives On Process Organization Studies

Simon Addyman, Hedley Smyth

Constructing Identity In And Around Organizations Perspectives On Process Organization Studies:

Constructing Identity in and around Organizations Majken Schultz, Steve Maguire, Ann Langley, Haridimos Tsoukas, 2012-01-19 Constructing Identity in and around Organizations is the second volume in Perspectives on Process Organization Studies a series which explores an emerging approach to the study of organizations that focuses on understanding activities interactions and change as essential properties of organizations rather than structures and state an approach which prioritizes activity over product change over persistence novelty over continuity and expression over determination The constructing of identities those processes through which actors in and around organizations claim accept negotiate affirm stabilize maintain reproduce challenge disrupt destabilize repair or otherwise relate to their sense of selves and others has become a critically important topic in the study of organizations. This volume attempts to amplify and possibly refract contemporary debates amongst identity scholars that guestion established notions of identity as essence entity or thing It calls for alternative approaches to understanding identity and its significance in contexts in and around organizations by conceptualizing it as process that is being continually under construction Based in diverse theoretical and philosophical traditions and contexts contributions by leading scholars to this volume offer new perspectives on how individual and organizational identities evolve and come to be constructed through ongoing activities and interactions Identity in and Around Organizations Majken Schultz, 2012-01-19 The second volume in the Perspectives on Process Organization Studies series focuses on the notion of identity in particular how individual and organizational identities evolve and come to be constructed through on going activities and interactions The SAGE Handbook of Process Organization Studies Ann Langley, Haridimos Tsoukas, 2016-12-14 The SAGE Handbook of Process Organization Studies provides a comprehensive and timely overview of the field This volume offers a compendium of perspectives on process thinking process organizational theory process research methodology and empirical applications. The emphasis is on a combination of pedagogical contributions and in depth reviews of current thinking and research in each of the selected areas combined with the development of agendas for future research The Handbook is divided into five sections Part One Process Philosophy Part Two Process Theory Part Three Process Methodology Part Four Process Applications Part Five Process Perspectives The Oxford Handbook of Process Philosophy and Organization Studies Jenny Helin, Tor Hernes, Daniel Hjorth, Robin Holt, 2014-05 This Handbook presents key ideas of philosophers and social theorists whose ideas inform process approaches to organization studies Each chapter addresses the background and context of this thinker their work with a focus on the processual elements and the potential contribution to organization and management research Pragmatism and Organization Studies Philippe Lorino, 2018 This book aims to make the pragmatist intellectual framework accessible to organization and management scholars It presents some fundamental concepts of Pragmatism their potential application to the study of organizations and the resulting theoretical methodological and practical issues The Emergence of Novelty in

Organizations Raghu Garud, Barbara Simpson, Ann Langley, Haridimos Tsoukas, 2015 This volume seeks to develop processual understandings of how novelty emerges in the processes of organizing by drawing on scholarship from a diverse range of perspectives The volume covers creativity improvisation invention entrepreneurship and innovation in organizations

Organizing in the Digital Age Haridimos Tsoukas, Ann Langley, 2024-06-26 Organizing in the Digital Age draws on a process oriented perspective to understand the pervasiveness of digitalization in organizations and contemporary society Ongoing and multiple crises whether it be the pandemic the economy or climate change have magnified the importance of digital technologies in processes of organizing and accelerated the role of digital transformation in work life The central themes underpinning the chapters in this book concern the becoming of digital work the conceptualization of agency in digital work and the role of temporality in contemporary organizing The increasing entanglement of digital technologies and work accelerated through the Covid 19 pandemic have fuelled interest in the need for understanding digital work happening at scale while also examining and exposing inequalities The concern with the role of agency in digital work reaches new heights when we consider the rapid and pervasive development and implementation of Artificial Intelligence AI and algorithmic control and raises concerns about the ethical and moral dimension of agency Methodologically the book explores the use of digital trace data as a resource in the study of organizing processes While digital traces offer unprecedented access to temporally evolving activity they are nevertheless limited in their ability to represent phenomena In essence processual shadows visible from digital data traces may be difficult to interpret without in person observational data such as ethnography Theoretical approaches around performativity are discussed in terms of the impact or not of innovative digital technologies such as blockchain in organizations while routine dynamics and pragmatism are drawn on in providing a processual understanding of the why and how of IT computer workarounds within organizational work practices

Institutions and Organizations Trish Reay, Tammar B. Zilber, Ann Langley, Haridimos Tsoukas, 2019-07-04 Institutions the structures practices and meanings that define what people and organizations think do and aspire to are created through process They are work in progress that involves continual efforts to maintain modify or disturb them Institutional logics are also in motion holding varying degrees of dominance that change over time This volume brings together two streams of thought within organization theory institutional theory and process perspective to advocate for stronger process ontology that highlights institutions as emergent generative political and social A stronger process view allows us to challenge our understanding of central concepts within institutional theory such as loose coupling institutional work the work of institutional logics on the ground and institutionalization between diffusion and translation Enriched with an emphasis on practice and widened by taking a broad view of institutions this volume draws on the Ninth International Symposium on Process Organization Studies to offer key insights that will inform our thinking of institutions as processes *Cambridge Handbook of Routine Dynamics* Martha S. Feldman, Luciana D'Adderio, Brian T. Pentland, Katharina Dittrich, Claus

Rerup, David Seidl, 2021-12-16 A comprehensive introduction and overview of research in Routine Dynamics written by the central researchers in the field **Skillful Performance** Jörgen Sandberg, Linda Rouleau, Ann Langley, Haridimos Tsoukas, 2017-07-04 One of the most intriguing questions since the time of Plato concerns what defines skillful performance in terms of specific capabilities knowledge competence and expertise As Frederick Taylor famously noted an answer to that question would enable us to know what to focus on and what to do to improve the performance of individuals groups and organizations Although we have come to know a great deal about the properties of capabilities knowledge competence and expertise at large we know significantly less about how they are enacted in skillful performance Thus how skillful performance draws on knowledge how skills develop and how competencies and capabilities are put to action are still eluding us Process thinking has not sufficiently explored skillful performance. This book aims to address this gap It brings together scholars from different backgrounds traditions and disciplines whose common perspective is distinctly process oriented They seek to rethink capabilities knowledge competence and expertise not as if these phenomena were already accomplished but on the contrary as processes in the making as performative accomplishments Such rethinking opens up several new conversations and extends the range of inquiry about how capabilities knowledge competence and expertise are accomplished in practice and consequently how they may be improved The Oxford Handbook of Organizational Identity Michael G. Pratt, Majken Schultz, Blake E. Ashforth, Davide Ravasi, 2016-09-29 The topic of organizational identity has been fast growing in management and organization studies in the last 20 years Identity studies focus on how organizations define themselves and what they stand for in relation to both internal and external stakeholders Organizational identity OI scholars study both how such self definitions emerge and develop as well as their implications for OI leadership and change among others We believe there are at least four inter related reasons for the growing importance of OI OI addresses essential questions of social existence by asking Who are we and who are we becoming as a collective It is a relational construct connecting concepts and ideas that are often viewed as oppositional such as us and them or similar and differen OI is also nexus concept serving to gather multiple central constructs also represented in this Handbook Finally OI is inherently useful as knowing who you are is the foundation for being able to state what you stand for and what you are promising to others no matter their relation with the organization The Handbook provides a road map to the OI field organized in over 25 chapters across seven sections Each chapter not only offers a broad overview of its particular topic each also advances new knowledge and discusses the future of research in its area of focus **Dualities, Dialectics, and Paradoxes in Organizational Life** Moshe Farjoun, Wendy Smith, Ann Langley, Haridimos Tsoukas, 2018-07-26 Contradictions permeate and propel organizational life including tensions between reaching globally while focusing locally competing while also cooperating performing reliably while experimenting taking risks and learning or granting autonomy while constraining freedom These tensions give organizational members pause but also spur them to take action they may be necessary for preserving the social order but

are also required to transform it Drawing on the Eighth International Symposium on Process Organization Studies Dualities Dialectics and Paradoxes in Organizational Life examines how contradictions fuel emergent dynamic systems and stimulate novelty adaption and transformations It uses conceptual and empirical studies to offer insight into how process theorizing advances understanding of organizational contradictions to shed light on how dialectics paradoxes and dualities fuel persistence and transformation and to explore the convergence and divergence of dialectics paradox and dualities Taken together it offers key insights to inform persistent contradictory dynamics in organizations and organizational studies

Organizational Routines Jennifer A. Howard-Grenville, Claus Rerup, Ann Langley (Professor), Haridimos Tsoukas, 2016 Over the past 15 years organizational routines have been increasingly investigated from a process perspective to challenge the idea that routines are stable entities that are mindlessly enacted A process perspective explores how routines are performed by specific people in specific settings It shows how action improvisation and novelty are part of routine performances It also departs from a view of routines as black boxes that transform inputs into organizational outputs and places attention on the actual actions and patterns that comprise routines Routines are both effortful accomplishments in that it takes effort to perform sustain or change them and emergent accomplishments because sometimes the effort to perform routines leads to unforeseen change While a process perspective has enabled scholars to open up the black box of routines and explore their actions and patterns in fine grained dynamic ways there is much more work to be done Chapters in this volume make considerable progress through the three main themes expressed across these chapters These are Zooming out to understand routines in larger contexts Zooming in to reveal actor dispositions and skill and Innovation creativity and routines in ambiguous contexts Family Entrepreneurship Kathleen Randerson, Cristina Bettinelli, Giovanna Dossena, Alain Fayolle, 2015-12-22 Family business is the most prominent form of business organization and its importance to the global economy cannot be under estimated Until recently the impact of the family on entrepreneurial firms has been under researched leading to a conceptual gap between the two areas of study and an underestimation of the contribution of family systems to entrepreneurial success Starting from the consideration that family is an intimate and essential aspect of entrepreneurship this book considers connections between family family members entrepreneurial behavior family business society and the economy Bringing together a unique range of international contributions it offers new theoretical perspectives and empirical insights as well as an in depth consideration of the diversity of contexts and processes associated with entrepreneurship in family settings Above all this book opens up a comprehensive research agenda on the linkages between family family firms and entrepreneurship and will be of interest to researchers educators and advanced students of entrepreneurship small firms and family business How Matter Matters Paul R. Carlile, 2013-03-28 The third volume in the Perspectives on Process Organization Studies Series focuses on the entanglement of social and material aspects of organizations and in particular the role of objects and material artifacts in the process of organizing Language and

Communication at Work François Cooren, Eero Vaara, Ann Langley, Haridimos Tsoukas, 2014-05-08 With the growing influence of discursive and narrative perspectives on organizing organizational scholars are focusing increasing attention on the constitutive role that language and communication play in organizational processes This view conceptualizes language and communication as bringing organization into being in every instant and is therefore inherently sympathetic to a process perspective However our understanding of the role of language in unfolding organizational processes and as a part of organizational action is still limited This volume brings together empirical and or conceptual contributions from leading scholars in organization and communication to develop understanding of language and communication as constitutive of work and also analyze how language and communication actually work to achieve influence in the context of organizations It aims to elucidate the role language communication and narrativity play as part of strategic and institutional work in and around organizational phenomena In keeping with the preceding volumes in the Perspectives on Process Organization Studies series this collection demonstrates why we need to start thinking processually and offers a range of theoretical and methodological approaches to studying these works in process that we call organizations companies businesses institutions communities associations or NGOs The SAGE Handbook of Qualitative Business and Management Research Methods Catherine Cassell, Ann L Cunliffe, Gina Grandy, 2021-08-04 The SAGE Handbook of Qualitative Business and Management Research Methods provides a state of the art overview of qualitative research methods in the business and management field The Handbook celebrates the diversity of the field by drawing from a wide range of traditions and by bringing together a number of leading international researchers engaged in studying a variety of topics through multiple qualitative methods The chapters address the philosophical underpinnings of particular approaches to research contemporary illustrations references and practical guidelines for their use The two volumes therefore provide a useful resource for Ph D students and early career researchers interested in developing and expanding their knowledge and practice of qualitative research In covering established and emerging methods it also provides an invaluable source of information for faculty teaching qualitative research methods The contents of the Handbook are arranged into two volumes covering seven key themes Volume One History and Tradition Part One Influential Traditions underpinning qualitative research positivism interpretivism pragmatism constructionism critical poststructuralism hermeneutics postcolonialism critical realism mixed methods grounded theory feminist and indigenous approaches Part Two Research Designs ethnography field research action research case studies process and practice methodologies Part Three The Researcher positionality reflexivity ethics gender and intersectionality writing from the body and achieving critical distance Part Four Challenges research design access and departure choosing participants research across boundaries writing for different audiences ethics in international research digital ethics and publishing qualitative research Volume Two Methods and Challenges Part One Contemporary methods interviews archival analysis autoethnography rhetoric historical stories and

narratives discourse analysis group methods sociomateriality fiction metaphors dramaturgy diary shadowing and thematic analysis Part Two Visual methods photographs drawing video web images semiotics and symbols collages documentaries Part Three Methodological developments aesthetics and smell fuzzy set comparative analysis sewing guilts netnography ethnomusicality software ANTI history emotion and pattern matching **Handbook of Longitudinal Research Methods** in Organisation and Business Studies Melanie E. Hassett, Eriikka Paavilainen-Mäntymäki, 2013-01-01 This Handbook is a very timely contribution to organization and business studies Most calls for longitudinal research are made in sections of published work that deal with limitations of the study or suggestions for further research This book places longitudinal research methods at center stage With its practical hands on approach it guides us how to design a longitudinal study in and around organizations whether qualitative or quantitative and how to implement it I warmly recommend this Handbook to ambitious senior and junior researchers It makes the commonly presented excuses for not undertaking longitudinal research completely redundant Rebecca Piekkari Aalto University School of Business in Helsinki Finland This is a very timely book that fills an important gap in the field of research methods So far very little attention has been paid to longitudinal research methods while the usefulness of this type of research has often been discussed in many papers and conferences Insights provided by scholars who have been doing this type of research provide useful guidelines for anyone interested in research methods from senior scholars to young researchers and PhD candidates This volume will serve as an excellent complement to the existing range of books on research methods Pervez Ghauri Kings College London UK This innovative Handbook demonstrates that there is no single best approach to conducting longitudinal studies At their best longitudinal research designs yield rich contextualised multilevel and deep understanding of the studied phenomenon The lack of resources in terms of time funding and people can pose a serious challenge to conducting longitudinal research This book tackles many of these challenges and discusses the role of longitudinal research programmes in overcoming such obstacles This book shows how longitudinal research methods enable the understanding of dynamics mechanisms causalities and interrelationships of organizational and business concepts in context and in relation to time It discusses the richness and versatility of longitudinal research and offers to students and experienced scholars alike numerous viewpoints reflections and personal accounts about conducting longitudinal research from planning and fieldwork to reporting and managing of research projects Handbook of Research Methods for Studying Identity In and Around Organizations Ingo Winkler, Stefanie Reissner, Rosalía Cascón-Pereira, 2023-07-01 This practical yet cutting edge Handbook includes both established and innovative methods for studying identity in management organisations and cognate fields Incorporating a breadth of narrative visual ethnographic and embodied methods as well as ways for analysing naturally occurring data this Handbook offers exciting new interdisciplinary perspectives on the study of identity in and around organisations **Construction Project Organising** Simon Addyman, Hedley Smyth, 2023-01-04 Construction Project Organising Discover foundational and cutting edge ideas in

the organisation of construction projects In Construction Project Organising an authoritative team of construction researchers delivers a comprehensive exploration of the many organisational processes and forms that can be found in construction project organising and the many dimensions that can influence these forms The authors examine these dimensions detailing their importance to projects and enabling managers to respond to calls by industry professionals for more collaborative forms of organising that focus on value creation The book investigates the relationship between structure and action and how patterns of action are created recreated and maintained by scrutinising the myriad of organisational arrangements between clients financiers design teams contractors stakeholders and supply chains It also discusses different concepts in the development and management of construction project organisations including formation and maintenance issues Construction Project Organising highlights some of the key issues that remain underdeveloped in the modern literature It also includes A thorough description of the rapidly changing socio economic technological digital and data driven context in which construction projects are designed and delivered A comprehensive examination of different concepts in the development and management of construction project organisations A practical investigation of the relationship between structure and action and how action patterns are created recreated and maintained Grounded advice to help readers respond to calls by industry for more collaborative forms of project organisation focused on value creation Perfect for researchers academics and advanced students of construction and similar disciplines Construction Project Organising is also a must read resource for construction professionals and the consultants who serve them

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