Institutional Theory And Organizational Change

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The business case for environmental sustainability is becoming increasingly compelling - but persuading well-established organizations to act in new ways is never easy. This book is designed to support business leaders and organisational scholars who are grappling with this challenge by pulling together leading-edge insights from some of the world's best researchers as to how organisational change in general - and sustainable change in particular - can be most effectively managed.

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Long a fruitful area of scrutiny for students of organizations, the study of institutions is undergoing a renaissance in contemporary social science. This volume offers, for the first time, both often-cited foundation works and the latest writings of scholars associated with the "institutional" approach to organization analysis. In their introduction, the editors discuss points of convergence and disagreement with institutionally oriented research in economics and political science, and locate the "institutional" approach in relation to major developments in contemporary sociological theory. Several chapters consolidate the theoretical advances of the past decade, identify and clarify the paradigm's key ambiguities, and push the theoretical agenda in novel ways by developing sophisticated arguments about the linkage between institutional patterns and forms of social structure. The empirical studies that follow—involving such diverse topics as mental health clinics, art museums, large corporations, civil-service systems, and national polities—illustrate the explanatory power of institutional theory in the analysis of organizational change. Required reading for anyone interested in the sociology of organizations, the volume should appeal to scholars concerned with culture, political institutions, and social change.

Organizational change and innovation are central and enduring issues in management theory and
practice. Dramatic changes in population demographics, technology, competitive survival, and social, economic, and environmental health and sustainability concerns mean the need to understand how organizations respond to these shifts through change and innovation has never been greater. Why and what organizations change is generally well known; how organizations change is therefore the central focus of this Handbook. It focuses on processes of change — or the sequence of events in which organizational characteristics and activities change and develop over time — and the factors that influence these processes, with the organization as the central unit of analysis. Across the diverse and wide-ranging contributions, three central questions evolve: what is the nature of change and process?; what are the key concepts and models for understanding organization change and innovation?; and how should we study change and innovation? This Handbook presents critical evolving scholarship from leading experts across a range of disciplines, and explores its implications for future research and practice.

The institutional theory of organizations developed by Scott, Meyer and their colleagues over the past two decades has had an enormous impact on organizational theory and research. In this book, the editors review the major theoretical advances of the past decade and the empirical testing they have done on these theories. Their work has highlighted two key themes: the interrelationship between organizational complexity and the institutional environment; and the place of the individual within the organization.

This very successful textbook explores change and how it relates to the complexities of organizational life, and puts an emphasis on applying the theory to practice. Now significantly updated and in its 5th edition, Organizational Change reflects a rapidly changing world and considers 'how change has changed'. The book is structured in three parts. The first part considers the causes and nature of change. Part two opens up the organization to expand on issues of structuring for change, the cultural and political contexts for change and how to lead change. Part three moves firmly into addressing the more practical considerations of designing, planning and implementing change. Ideal for both MBA students and those studying specialist courses in Organizational Development and Change, the clear structure and content of this text also make it accessible to final year undergraduate students. Key features Offers comprehensive coverage of the significant ideas and issues associated with change at all levels of organizational activity, from the strategic to the operational, and at the individual, group, organizational and societal levels. Takes a conceptual and analytical approach to the way that theory and research relate to organizations, and how change is explored. Includes practical elements and worked examples of different approaches to 'doing' change. Provides illustrations of practical change situations in each chapter. Invites readers to undertake challenging activities to encourage the application of ideas and learning from the text to personal experience. Provides end-of-chapter cases, additional reading and suggested websites for readers wishing to pursue ideas and issues further. New to this edition Significantly updated chapters in terms of content, illustrations and recent theory and research. Since the last edition, the final chapter has been specifically updated to reflect the changing social, demographic, technological and economic contexts for the future of organizations and work. New material on complexity theory, strategic change, actor-networks, institutional theory and leadership. An exploration of how ‘change has changed’ in recent years, plus content on organizations of the future and challenges for future research. Barbara Senior is a Chartered Occupational Psychologist who has published a number of books, articles and conference papers based on her research and activities. She is Principal of the Highfield Consultancy, which researches and offers consultancy services in the areas of organizational psychology and change. Stephen Swailes is Professor of Human Resource Management at the University of Huddersfield.

Explore the evolution of organization theory in the health care sector Advances in Health Care Organization Theory, 2nd Edition, introduces students in health administration to the fields of organization theory and organizational behavior and their application to the management of health care.
care organizations. The book explores the major health care developments over the past decade and demonstrates the contribution of organization theory to a deeper understanding of the changes in the delivery system, including the historic passage of the Patient Protection and Affordable Care Act of 2010. Taking both a micro and macro view, editors Stephen S. Mick and Patrick D. Shay, collaborate with a roster of contributing experts to compile a comprehensive volume that covers the latest in organization theory. Topics include: Institutional and neo-institutional theory, Patient-centered practices and organizational culture change, Design and implementation of patient-centered care management teams, Hospital-based clusters as new organizational structures, Application of social network theory to health care.

Heinke Röbken analyses how American, German and Swedish universities - and particularly business schools - deal with the various expectations they are confronted with. On the basis of neo-institutional theory, she argues that a form of "institutional schizophrenia" can help institutions to comply with external demands without compromising the pursuit of academic reputation which is essential for their inner stability.

Features an analysis of the development and evolution of organizational theories, forms, and practices, from the rise of the factory system to the emergence of the virtual global organization. This text emphasizes the tensions, contradictions, and paradoxes inherent in all organizational arrangements.

This book contains a series of essays and empirical case studies exploring the nature of institutional work.

This state-of-the-art reference collection addresses the major themes, theories and key concepts related to higher education policy and governance on an international scale in one accessible volume. Mapping the field and showcasing current research and theorizations from diverse perspectives and authoritative scholars, this essential guide will assist readers in navigating the myriad concepts and themes involved in higher education policy and governance research and practice. Split into two sections, the first explores a range of policy concepts, theories and methods including governance models, policy instruments, institutionalism and organizational change, new public management and multi-level governance. The second section addresses salient themes such as institutional governance, funding, quality, employability, accountability, university rankings, widening participation, gender, inequalities, technology, student involvement and the role of higher education in society. Global in its perspective and definitive in content, this one-stop volume will be an indispensable reference resource for a wide range of academics, students and researchers in the fields of education, education policy, sociology, social and public policy, political science and for leadership.

In this book, Lex Donaldson, one of the leading scholars in the field of organization theory, introduces a compelling theory of performance-driven organizational change, Organizational Portfolio Theory. In explaining why organizations change and also why they fail to change, the theory reconceptualizes the organization as a portfolio with a number of different causes of organizational performance varying over time. The author argues that without a performance crisis there is a good chance that necessary organizational changes will not be forthcoming, and that moreover, the adaptive change induced by the crisis creates the capacity for fresh organizational growth.

Institutional theory lies at the heart of organizational theory yet until now, no book has successfully taken stock of this important and wide-ranging theoretical perspective. With insight and clarity, the editors of this handbook have collected and arranged papers so readers are provided with a map of the field and pointed in the direction of new and emerging themes. The academics who have contributed to this handbook are respected internationally and represent a cross-section of expert organization theorists, sociologists and political scientists. Chapters are a rich mix of theory, how to conduct
institutional organizational analysis and empirical work. The SAGE Handbook of Organizational Institutionalism will change how researchers, teachers and advanced students think about organizational institutionalism.

A much-needed addition to literature, this timely edited collection aims to provide clarity and understanding on how modern organizations work. The authors explore the characteristics of hybrid organizations in contemporary society, taking into account the complex societal challenges that face businesses today. Arguing that hybrid organizations are in fact not a new phenomenon, this thought-provoking collection goes beyond existing research and re-evaluates our traditional understanding of this concept. Scholars of organization, management and innovation will find this book an insightful read, as it sheds light on the fundamental aspects that shape today’s hybrid organizations.

The second edition of the bestselling The SAGE Handbook of Organizational Institutionalism has been thoroughly revised with new chapters added, bringing together extensive coverage of aspects of Institutional Theory.

This revised and extended second edition evaluates the diverse approaches to organizational change that have defined the field. Explaining the assumptions and implications that accompany these diverse philosophies, this book demystifies the complexities of conflicting perspectives and delivers valuable insights into the research and practice of organizational change.

The Encyclopedia of electronic Human Resource Management is a comprehensive research-based reference resource with about seventy entries on core e-HRM areas and key concepts. From electronic selection to HR analytics, from e-HRM implementation to HRIS cultural differences - each entry reflects the views of an expert in the field. Each entry provides a list of references and further reading to enable the reader to gain a deeper awareness and understanding of each topic. The book aims to formalize and up-date, to inform and connect the different topics and scholars from the multiple disciplines, who conduct research into e-HRM. This book will be useful for academic researchers, HR practitioners and students.

Institutional theory has become one of the dominant organizational approaches in recent decades. Its roots can be traced to Europe, and an important intellectual objective of this book is to examine North American theory strands and reconnect them with European research traditions. In addition, this book focuses on how organizations and individuals handle heterogeneous and challenging social conditions which are subsequently reflected in various forms of change.

Shaping Education Policy is a comprehensive overview of education politics and policy during the most turbulent and rapidly changing period in American history. Respected scholars review the history of education policy to explain the political powers and processes that shape education today. Chapters cover major themes that have influenced education, including the civil rights movement, federal involvement, the accountability movement, family choice, and development of nationalization and globalization. Sponsored by the Politics of Education Association, this edited collection examines the tumultuous shifts in education policy over the last six decades and projects the likely future of public education. This book is a necessary resource for understanding the evolution, current status, and possibilities of educational policy and politics.

Globalization, the new economy, and the IT revolution are some of the words used when researchers â?? as well as practitioners â?? try to explain the seemingly ever-increasing speed of change in contemporary society. Whatever the label, organizations today are facing change in a host of different
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ways. Sometimes they act as "change-takers," forced to adapt to changes and innovations coming from the outside. At other times they are "change-makers," who foster innovation and change, giving them a competitive advantage or a heightened legitimacy. Sometimes they force others to adapt to these changes. The analyses presented in this volume provide ample evidence of how the perspective of new institutionalism can help in understanding the anatomy of change, and how some actors avoid complete stasis through utilizing small openings instead of breaking down the whole wall.

A comparative analysis of how international organizations have engaged in public-private partnerships, explaining the rise and outcomes of global partnerships across multiple policy domains.

Bringing together eleven new studies on institutional change, this book includes new theoretical contributions as well as applications of theories of institutional change in studies of organizational change, welfare state reform, EU institutions, post-communist transformation and third-world development. The analyses of institutional change are related to the role of values as well as to cognition and learning at both the individual and the organizational level.

Games, Simulations and Playful Learning in Business Education takes a fresh, insightful look at original and innovative ways of incorporating games, simulations and play to enhance the quality of higher education learning and assessment across business and law disciplines. Chapters cover wide-ranging business areas such as marketing, accounting and strategy and include practical advice, tips and thoughts on how to strengthen existing learning techniques to include a fun element.

Comprehensively collects the essential theoretical ideas of 'sociological neo-institutionalism', one of the leading approaches in social theory.

Total quality management (TQM), reengineering, the workplace of the twenty-first century--the 1990s have brought a sense of urgency to organizations to change or face stagnation and decline, according to Enhancing Organizational Performance. Organizations are adopting popular management techniques, some scientific, some faddish, often without introducing them properly or adequately measuring the outcome. Enhancing Organizational Performance reviews the most popular current approaches to organizational change--total quality management, reengineering, and downsizing--in terms of how they affect organizations and people, how performance improvements can be measured, and what questions remain to be answered by researchers. The committee explores how theory, doctrine, accepted wisdom, and personal experience have all served as sources for organization design. Alternative organization structures such as teams, specialist networks, associations, and virtual organizations are examined. Enhancing Organizational Performance looks at the influence of the organization's norms, values, and beliefs--its culture--on people and their performance, identifying cultural "levers" available to organization leaders. And what is leadership? The committee sorts through a wealth of research to identify behaviors and skills related to leadership effectiveness. The volume examines techniques for developing these skills and suggests new competencies that will become required with globalization and other trends. Mergers, networks, alliances, coalitions--organizations are increasingly turning to new intra- and inter-organizational structures. Enhancing Organizational Performance discusses how organizations cooperate to maximize outcomes. The committee explores the changing missions of the U.S. Army as a case study that has relevance to any organization. Noting that a musical greeting card contains more computing power than existed in the entire world before 1950, the committee addresses the impact of new technologies on performance. With examples, insights, and practical criteria, Enhancing Organizational Performance clarifies the nature of organizations and the prospects for performance improvement. This book will be important to corporate leaders, executives, and managers; faculty and students in organizational performance and the social sciences; business journalists; researchers; and interested
individuals.

In a world of organizations that are in constant change scholars have long sought to understand and explain how they change. This book introduces research methods that are specifically designed to support the development and evaluation of organizational process theories. The authors are a group of highly regarded experts who have been doing collaborative research on change and development for many years.

This volume provides theory and research on organizational change and predominantly features the application of these ideas to the health care domain, broadly defined. It addresses enduring issues in advancing to an effective health care system. The aim of this book is to offer an accessible and readable text aimed at provoking thought and questioning, and aiding creativity. It proffers arguments and ideas which are firmly based in empirical data and evidence, so that the reader may make informed personal evaluations. This book is designed to furnish a comprehensive theoretical basis for understanding organizational change in health care, as well as selected core issues of contemporary and future importance to the provision of effective care within sustainable systems. A series of coherent themes are addressed throughout the book from differing perspectives. However, every chapter has been written to standalone and be read independently. Each offers resources relevant to its focal topic, in the form of references, case studies and critique. Setting out a future research agenda, the book will be vital reading for organizational change researchers and practitioners in the healthcare industry.

The changes in the US healthcare system since World War II are documented here, from new technologies, service-delivery arrangements, to financing mechanisms and underlying sets of organizing principles. The authors illustrate the work with five types of healthcare organizations.

Despite the growing awareness of globalization, the main bulk of empirical work in the social sciences remains within the frames of what Stein Rokkan termed "national empiricism". The yearbook Comparative Social Research aims at furthering the international orientation in the social sciences. Each volume is concentrated on a specific topic, mostly of substantive, but also of methodological character. As a rule, the articles present two or more cases for comparison, be they nations, regions, organizations, or social units at different points of time. The volumes embrace a broad set topics, such as comparative studies of universities as institutions for production and diffusion of knowledge; family policies; regional cultures; and institutional aspects of work and wage formation. Comparative Social Research seeks well-written articles that place the current or historical data in context, critically review the literature of comparative studies, or provide new theoretical or methodological insights. The series recognizes that comparative research is theoretically and methodologically interdisciplinary, and encourages and supports there trends. All papers will be subject to double-blind peer review.

"This book contains the latest research on evidence-based initiatives for organizational change and development. It contains a better understanding of 'what can work best' for bringing about effective and beneficial organizational change and development, and the value of using "best evidence" to inform, shape or critically evaluate organizational change and development"--

Whether or not they are aware of it, managers do not fully control the nature and timing of their decisions. Their framework of action is limited by institutional constraints in the surrounding environment â€” what is technically, economically, socially and culturally possible in different contexts. With a better understanding of their environment â€” and how it affects how they think, what they do and why they do it â€” decision-makers are also better able to make more carefully considered decisions about organizational change. In this book Staffan Furusten discusses why it is difficult for
organizations around the world to resist the pressures of the institutional environment and how organizations worldwide — big and small, private and public — are becoming increasingly alike. Exploring institutional theory and organizational change, this lucid book is an introduction to institutional organizational analysis written for advance undergraduate and postgraduate students of organizations and management as well as for decision-makers and managers in organizations. The study brings attention to a few core concepts and the core arguments in institutional theory and presents them in an easily tangible model for understanding institutional pressure on organizations.

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 “different.” 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.

In this exciting volume, a diverse and accomplished group of scholars work to integrate theories of institutions with strategic management. The research they present examines a wide range of industrial contexts, ranging from American retailing at the end of the nineteenth century, to German tax law at the beginning of the twenty-first.

This exceptional book maps the vast change management landscape, demystifies its complexities, and engages readers with an accessible and balanced style. Through their original evaluation of organizational change philosophies and theories, the authors encourage us to move beyond prescriptive, paradigm-centred theories in order to understand the opportunities that each offers. Philosophies of Organizational Change offers an innovative re-evaluation of the assumptions governing decisions about organizational change. It will command interest and stimulate lively debate from practitioners, students and researchers in organization theory. Ian Palmer, RMIT University, Australia Using an approach similar to Gareth Morgan’s Images of Organization, the authors have brought order to influential and highly disparate approaches to organizational change and have done so in a manner that is both well-researched and accessible to readers at many levels. It is a welcome resource for research, teaching and consulting indeed for anyone who wishes to look beyond favoured approaches to organizational change. This lively and up-to-date text will be most useful for students, scholars and scholar-practitioners alike. Julie Wofram Cox, Deakin University, Australia Philosophies of Organizational Change explains the assumptions that drive different perspectives on organizational change management. The book describes and examines the myriad philosophical interpretations of change, revealing how and why managers confront change using so many competing methods. Each philosophy introduces the reader to the key theories used to diagnose organizations and prescribe change interventions. The book critically evaluates the arguments underpinning organizational change approaches and shows how they lead to different techniques and tools for practical change. With its critical examination of current thinking on organizational change approaches, this book will appeal to scholars and researchers in organization theory and organization studies. It will also make an ideal resource for graduate and senior undergraduate students and practitioners looking to deepen their understanding of change interventions.
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Includes established theories and cutting-edge developments. Presents the work of an international group of experts. Presents the nature, origin, implications, an future course of major unresolved issues in the area.

This book focuses on the accounting change processes that drive integrated reporting in the public sector. The Integrated Report is a tool that allows public sector entities to quantify and convey those aspects of their organization, strategy, governance and performance that lead to the creation of public value over time. To be successfully introduced, integrated reporting must follow a specific path of accounting change. The context in which public sector entities operate, and the unique relationship between the public sector and the environment, redefine the accounting process of change to deliver an integrated report. The authors provide a fresh look at integrated reporting on the basis of the accounting change processes that drive it, helping academics and practitioners to gain a deeper understanding of the challenges and benefits in terms of public value creation.

In discussing a management topic, scholars, educators, practitioners, and the media often toss out the name of a theorist (Taylor, Simon, Weber) or make a sideways reference to a particular theory (bureaucracy, total quality management, groupthink) and move on, as if assuming their audience possesses the necessary background to appreciate and integrate the reference. This is often far from the case. Individuals are frequently forced to seek out a hodgepodge of sources varying in quality and presentation to provide an overview of a particular idea. This work is designed to serve as a core reference for anyone interested in the essentials of contemporary management theory. Drawing together a team of international scholars, it examines the global landscape of the key theories and the theorists behind them, presenting them in the context needed to understand their strengths and weaknesses to thoughtfully apply them. In addition to interpretations of long-established theories, it also offers essays on cutting-edge research as one might find in a handbook. And, like an unabridged dictionary, it provides concise, to-the-point definitions of key concepts, ideas, schools, and figures.

Features and Benefits: Two volumes containing over 280 signed entries provide users with the most authoritative and thorough reference resources available on management theory, both in terms of breadth and depth of coverage. Standardized presentation format, organized into categories based on validity and importance, structures entries so that readers can assess the fundamentals, evolution, and impact of theories. To ease navigation between and among related entries, a Reader’s Guide groups entries thematically and each entry is followed by Cross-References. In the electronic version, the Reader’s Guide combines with the Cross-References and a detailed Index to provide robust search-and-browse capabilities. An appendix with a Chronology of Management Theory allows readers to easily chart directions and trends in thought and theory from early times to the present. An appendix with Central Management Insights allows readers to easily understand, compare, and apply major theoretical messages of the field. Suggestions for Further Reading at the end of each entry guide readers to sources for more detailed research and discussion. Key themes include: Nature of Management Managing People, Personality, and Perception Managing Motivation Managing Interactions Managing Groups Managing Organizations Managing Environments Strategic Management Human Resources Management International Management and Diversity Managerial Decision Making, Ethics, and Creativity Management Education, Research, and Consulting Management of Operations, Quality, and Information Systems Management of Entrepreneurship Management of Learning and Change Management of Technology and Innovation Management and Leadership Management and Social / Environmental Issues PLUS: Appendix of Chronology of Management Theory PLUS: Appendix of Central Management Insights

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