

MAKING SENSE OF MANAGEMENT

A CRITICAL INTRODUCTION

MATS ALVESSON & HUGH WILLMOTT

SECOND EDITION



Making Sense Of Management A Critical Introduction

Yicheng Fang



Making Sense Of Management A Critical Introduction:

Making Sense of Management Mats Alvesson, Hugh Willmott, 2012-05-14 The landmark contribution to critical management studies has been fully revised and updated to reflect developments in the field of management **Making Sense of Management** Mats Alvesson, Hugh Willmott, 1996 Questions the technical problem solving orientation of management theories and practices Introduces the concept of Critical Management Theory CMT **Making Sense of Management** Mats Alvesson, Hugh Willmott, 2012 Making Sense of Management provides a fresh perspective on management that explores how the disruptive and constructive potential of critical theory can be realised in organizations

Studying Management Critically Mats Alvesson, Hugh Willmott, 2003-10-08 Drawing upon a range of influential contemporary movements in the social sciences primarily upon critical traditions this text provides a wide ranging analysis of management and its various specialisms *Management: A Very Short Introduction* John Hendry, 2013-10-24 In this Very Short Introduction John Hendry provides a lively introduction to the nature and principles of management Tracing its development over the past century Hendry looks not only at the jobs managers do today and their place in the culture of work but also provides an insight into modern management theory *The Oxford Handbook of Organization Theory* Haridimos Tsoukas, Christian Knudsen, 2005 2 How has organization theory developed over time and what structure has the field taken What assumptions does knowledge produced in organization theory incorporate and what forms do its knowledge claims take as they are put forward for public adoption 3 How have certain well known controversies in organization theory such as for example the structure agency dilemma the study of organizational culture the different modes of explanation the micro macro controversy and the different explanations produced by organizational economists and sociologists been dealt with 4 How and in what ways is knowledge generated in organization theory related to action What features must organization theory knowledge have in order to be actionable and of relevance to the world out there How have ethical concerns been taken into account in organization theory 5 What is the future of organization theory What direction should the field take What must change in the way research is conducted and key theoretical terms are conceptualized so that organization theory enhances its capacity to generate valid and relevant knowledge *Challenges and Controversies in Management Research* Bill Lee, Catherine Cassell, 2011-01-25 Challenges and Controversies in Management Research explores the history and cultural context current issues and controversies and potential development of research in the field of management The collection of essays is written by scholars of international standing and the chapters address the development of management research in one or another continent the need for global collaboration the current state of management research and the development of the business school setting in which that research takes place Factors affecting management research are explored in detail giving consideration to the relationship between teaching ethical conduct publication quality audits collegiality and research Contributions in the book also explore the development and

usefulness of theories in management research and consider the relevance of management research and its applicability for management practice policy makers and the voluntary sector A final section of contributions explores the future challenges for management research including the realization of reflexivity the enduring gender bias of the management field the future of theory the patterns of development of new areas of management research and the need to manage large databases

The Routledge Critical Companion to Leadership Studies David Knights, Helena Liu, Owain Smolović-Jones, Suze Wilson, 2024-05-24 The Routledge Critical Companion to Leadership Studies offers a rich and insightful overview of critical leadership studies for students teachers researchers and practitioners The volume draws together 35 chapters from 56 authors who represent the vibrant diversity of the critical leadership community It includes chapters from emerging and preeminent scholars who share an interest in directing leadership theorizing development and practice toward the aims of liberation justice and equity The Companion is organized into six themes 1 philosophical perspectives on leadership 2 processes practices and power dynamics in leadership 3 diversity and leadership 4 leadership education and development 5 lessons from the dark side of leadership and 6 reimagining leadership and leadership studies The book has been curated to serve as a go to resource for undergraduate and postgraduate students academic staff and researchers seeking to understand the current state of play on a given topic as well as inspiration for how they might contribute to its development Each chapter provides a comprehensive yet succinct review of contemporary literature and offers the reader avenues for future research Leadership practitioners will also find provocative ideas among these pages to help them interrogate and transform the ways they lead

Business and Management Research Erica Hallebone, Jan Priest, 2017-09-16 Business and Management Research combines the philosophy and practicalities of research into one accessible volume 3 popular approaches are demonstrated through case studies and reliable mental models providing readers with applied knowledge a crucial advantage when undertaking high profile projects Key Features Detailed graphics life cycle illustrations and helicopter treatment of key ideas make this the ideal starting point to a research project Case studies demonstrate the concepts and methodologies of research Strong focus on methodology a central aspect of successful research design

Paradigm Shifts in Management Theory Łukasz Sułkowski, Regina Lenart-Gansiniec, 2025-03-18 Paradigm Shifts in Management Theory is an illuminating exploration of the evolving landscape of management science This book goes beyond the surface delving into profound insights and perspectives that redefine traditional paradigms Through rigorous analysis and reflective narratives each chapter unveils the transformative shifts shaping organizational leadership offering a comprehensive understanding of key concepts and methodologies From classical principles to emerging paradigms elucidating the future of organizational leadership readers will gain invaluable insights through empirical evidence and theoretical explorations fostering a nuanced comprehension of practical applications Advanced students researchers and practitioners will find that this book equips readers with essential knowledge to navigate the complexities of modern

management science fostering critical thinking and innovative approaches in real world scenarios Practitioners in organizational leadership benefit from practical insights and innovative perspectives enhancing strategic decision making and competitive advantage Additionally policymakers and interdisciplinary scholars exploring social phenomena find value in the interdisciplinary exchange facilitated by paradigm shifts Embracing these shifts is crucial for advancing management science ensuring its relevance and effectiveness in addressing contemporary challenges Catering to a diverse audience within academia and professional settings it serves students and researchers in management studies offering a robust foundation in theoretical frameworks and research methodologies

Handbook of Research in International Human Resource Management Günter K. Stahl, Ingmar Björkman, Shad Morris, 2012-01-01 Acclaim for the first edition Handbook of Research in International Human Resource Management represents a welcome contribution to IHRM literature and will be required readings for both novices and veteran researchers Dana B Minbaeva British Journal of Industrial Relations a rich array of contributors including some of the biggest names in the field Roger Bell Delta Intercultural Academy The second edition of this Handbook provides up to date insight into ground breaking research on international human resource issues today These issues are faced by multinational companies which can be as small as one person with a computer and Internet connection or as large as a medium sized country Written by the field s most distinguished researchers the book will stimulate thought for new research and provide a glimpse of where we have been and where we are going The book explores issues such as the importance of linking IHRM activities to organizational strategy and culture talent management staffing performance management leadership development diversity management international assignment and mobility issues and the role of IHRM in the management of global teams and cross border joint ventures mergers and acquisitions The Handbook illustrates that IHRM research is both theoretically deep and eclectic Drawing upon a range of paradigms and perspectives this compendium will prove invaluable for HRM scholars doctoral students and others interested in IHRM research

Philosophy and Organization Campbell Jones, René ten Bos, 2007-04-10 Featuring original contributions from some of the most exciting scholars writing at the intersection of philosophy and organization today this accessible volume provides readers with a complete overview of this complex subject Ground breaking and drawing on recent efforts in management and organization studies to take philosophy seriously it critically engages with the way that philosophy might inform organization and illuminates a range of issues including idleness aesthetics singularity transparency power and cruelty Exploring why philosophy matters to organization and why organization matters to philosophy this book is essential reading for philosophy and business and management students as well as of interest to all those who seek to think seriously about the way their lives are organized

Ethics, Psyche and Social Responsibility Ana Maria Davila Gomez, David Crowther, 2007-01-01 This important volume considers the psychological aspects of organizational life particularly in the context of firms ethical behaviour and its implications for corporate social responsibility The authors consider the effects of corporate activity and

change on individuals not just in their working lives but also in their family and social lives

The Oxford Handbook of Health Care Management Ewan Ferlie, Kathleen Montgomery, Anne Reff Pedersen, 2016-04-07 This Handbook provides an authoritative overview of current issues and debates in the field of health care management. It contains over twenty chapters from well known and eminent academic authors who were carefully selected for their expertise and asked to provide a broad and critical overview of developments in their particular topic area. The development of an international perspective and body of knowledge is a key feature of the book. The Handbook secondly makes a case for bringing back a social science perspective into the study of the field of health care management. It therefore contains a number of contrasting and theoretically orientated chapters e.g. on institutionalism, critical management studies. This social science based approach is a refreshing alternative to much existing work in this domain and offers a good way into current academic debates in this field. The Handbook thirdly explores a variety of important policy and organizational developments apparent within the current health care field e.g. new organizational forms, growth of management consulting in health care organizations. It therefore explores and comments on major contemporary trends apparent in the practice field.

The Oxford Handbook of Critical Management Studies Mats Alvesson, Todd Bridgman, Hugh Willmott, 2009-06-18 Critical Management Studies (CMS) has emerged as a movement that questions the authority and relevance of mainstream thinking and practice. Critical of established social practices and institutional arrangements, it challenges prevailing systems of domination and promotes the development of alternatives to them. CMS draws upon diverse critical traditions. Of particular importance for its initial articulation was the thinking of members of the Frankfurt School of Critical Theory. From these foundations, CMS has grown into a pluralistic and inclusive movement incorporating a diverse range of perspectives ranging from labour process theory to radical feminism. In recent times, a set of ideas broadly labelled poststructuralist have been developed to complement and challenge the insights of Critical Theory, giving new impetus for scholars seeking to challenge the status quo and articulate a more inclusive and humane future for management practice. The Oxford Handbook of Critical Management Studies provides an overview of theoretical approaches, key topics, issues and subject specialisms in management studies, as well as a set of reflections on the progress and prospects of CMS. Contributors are all specialists in the respective fields and share a concern to interrogate and challenge received wisdom about management theory and practice. Given the rapid growth of the CMS movement, its ever increasing theoretical and geographical diversity and its outreach into the public sphere, The Oxford Handbook of Critical Management Studies is a timely publication. In addition to UK contributors, where CMS has developed most rapidly, there is strong representation from North American contributors, as well as from areas where CMS has taken hold more recently, such as Australasia.

Management Education in Canada Kristin S. Williams, Albert J. Mills, Heidi Weigand, 2025-05-23 *Management Education in Canada: Historical Reflections* offers a fresh and critical look at the evolution of management education in Canada. Nearly 25 years after the seminal work *Capitalizing Knowledge* by Barbara Austin, this

edited collection revisits and expands upon the debates that shaped the field while introducing new perspectives and overlooked histories Featuring ten scholarly essays from leading academics this volume explores a range of critical and historiographic approaches to management education highlighting the ways in which history is written privileged and at times neglected Through a variety of themes including the gendered experiences of female Ph D graduates Africentric and Indigenous leadership approaches and the role of globalization in shaping management curricula the book prompts readers to reflect on the past present and future of management education in Canada Chapters cover topics such as the influence of the Administrative Sciences Association of Canada the underrepresentation of French language business education and the critical interrogation of management textbooks Together these chapters offer a rich and comprehensive analysis of the cultural institutional and intellectual forces shaping the discipline This volume will engage scholars educators and students in business schools faculties of management and those interested in the broader history of higher education as well as anyone seeking to understand the historical development of management education in Canada It is an essential contribution to the ongoing conversation about what management education has been and what it could become

Organizational Behaviour Mike Maughan,2017-09-16 Written to meet the needs of busy undergraduate students this book covers all of the key OB topics in an accessible and engaging style Ideal as a course companion pre course reading or for revision

Handbook of Critical Perspectives on Nonprofit Organizing and Voluntary Action Roseanne M. Mirabella,Tracey M. Coule,Angela M. Eikenberry,2024-08-06 This insightful Handbook brings together leading and emerging scholars within the field of nonprofit organization serving as a call to action for academics to interrogate key contemporary issues such as backsliding and authoritarianism It meticulously distinguishes traditional often marginalist perspectives from nuanced counterarguments to balance out the field

The Oxford Handbook of Organizational Change and Innovation Marshall Scott Poole,Andrew Van de Ven,2021-05-20 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 means 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

Organization Theory Tuomo Peltonen,2016-03-23 Understanding of the history and development of organization

theory has recently made advances through work emerging on the history of management thought as well as through the institutionalization of critical approaches to organizations and organizational knowledge This book provides a new reading of the historical development of organization

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