

Index

- Absolute Spirit and human community, dialectics between, 13, 229
- Acker, J., 169, 170
- Ackroyd, S., 23, 187, 209
- Actants, 204
- Actor-network theory (ANT), 19, 203–204
- Adler, P. S., 4, 5, 153, 154, 162, 220, 223
- Administration, 46, 49
- Administration Industrielle et Générale (General and Industrial Management)*, 32, 33
- Administrative Behaviour*, 93, 105
- Administrative Science Quarterly*, 60, 135
- Adorno, M., 4, 159, 160
- Aesthetic information, 137
- AGIL (Adaptation, Goal attainment, Latency/pattern maintenance & Integration) framework, 60, 61
- Ahern, A., 59
- Alienation, 165
- Alvesson, M., 4, 5, 21, 24, 152, 162, 163–164, 167, 168, 179, 182, 212, 219, 221
- Analytical philosophy abstractivism, 13
- Anomia, 71, 81
- Anthropocentrism, 228
- Aquinas, Thomas, 225
- Arab Spring revolutionary movements, 216
- Arendt, H., 215
- Argote, L., 121
- Aristotle, 12, 23, 224
- theory-practical distinction, 7
- Asymmetric power relationships, 164, 195
- Augier, M., 2, 17
- Authority, 47, 107
- charismatic, 37–38
- rational (or rational-legal), 38–40
- traditional, 37
- Autocommunication, 135
- Autonomous self, 196
- Bacon, F., 225
- Bales, R., 72
- Baran, P. A., 4
- Bardon, T., 214
- Barley, S. R., 129, 141–142, 150
- Barnard, C. I., 20, 21, 62, 64, 73–76, 79, 80, 82–85, 88, 90, 93, 94, 105, 107, 148, 220–221
- cooperative theory, 73–76, 148
- on managerial leadership, 84
- “Mind in everyday affairs,” 75
- Barnes, B., 19
- Barratt, E., 213
- Barry, D., 219
- Bauman, Z., 184, 221
- Beer, S., 91

- Behavioral Theory of the Firm*, A,
96, 97–88
- Behrens, W. W., 123
- Being, mystic union with Being,
210
- Bendix, R., 18
- Benefiel, M., 216
- Berger, P., 11, 21, 125–127,
131–133, 145, 146,
149–151, 177
- Social Construction of Reality: A
Treatise in sociology of
Knowledge*, 125–126
- Bergh, D. D., 122
- Bethlehem Steel Works, 36, 44
- Billing, Y. D., 168
- Blau, P., 117
- Bloor, D., 19
- Body corporate, 48
- Boje, D. M., 129
- Boland, R. J., 128
- Bossidy, L. A., 208
- Boulding, K., 62, 91
- Bounded rationality, 105–106
- Boxall, P., 121
- Boyd, B. K., 122
- Braverman, H., 4, 21, 23,
156–159, 162, 168, 173,
180, 182
- Labor and Monopoly Capital*,
156–158
- Bridgman, T., 4, 5, 24, 219
- Broms, H., 129, 135–136
- Brown, J. L., 128
- Brown, J. S., 215
- Burchell, G., 199
- Bureaucracy, 36–41, 49–50, 52,
88, 94, 102
- basic elements of, 40
- charismatic authority, 37–38
- mechanistic, 111
- rational (or rational-legal)
authority, 38–40
- rational, 46
- traditional authority, 37
- types of, 77
- Burns, T., 21, 63, 64, 100–101,
117, 120, 223
- Burrell, G., 1, 2, 16–18, 118, 155,
219, 221
- paradigm typology, 16–17
- Sociological Paradigms
and Organizational
Analysis*, 2
- “Business School: a problem in
organizational design,
The,” 103–104
- Calás, M. B., 168, 221
- Callon, M., 203, 204
- Calvinists, 41
- Campbell, A., 17
- Caputo, J. D., 210
- Carnegie Institute of Technology,
92
- Casey, C., 20, 60, 123
- Catholic Church, 27
- Cave analogy, 5, 10, 227
- Centre d' Etudes Administratives,
33
- Chandler, A. D. Jr., 101, 118
Strategy and Structure, 101
- Charismatic authority, 37–38
- Chia, R., 1, 197, 200
- Chomsky, N., 23, 24, 213, 214
- Classical organization theory, 20,
21, 27–57
- environment and organization,
relationship between,
49–52
- individual and organization,
relationship between,
42–46
- organizational management,
46–49
- practical classical theory, 28–36,
54
- rereading of, 220–222
- sociological branch of classical
theory, 36–42, 54
- Clegg, S. R., 1, 4, 25, 186, 219,
221–223

- Club of Rome
“Limits to Growth,” 123
- Cognitive decision-making theory, 121
- Cognitive-modernist paradigm, 99
- Cognitive perspective, of culture, 143
- Cohen, M., 99
- Columbia School of Organizational Sociology, 76–79
- Communication
role in organization, 164
- Communities of inquiry, 214
- Connolly, W., 190
- Conscious self, 196
- Contingency theory, 63, 64, 119, 120
structural, 100–104
- Conveyor belt method, 32
- Cooper, D. J., 3–4
- Cooper, J. W., 229
- Cooper, R., 21, 129, 184, 206–207, 221, 222
- Cooperative theory, 73–76, 148
- Corporate culture, 143
- Courtès, J., 129, 204
- Cox, J. W., 2, 3, 17, 19
- Critical hermeneutics, 128, 130
- Critical Management Studies
(CMS), 4–6, 23, 24, 182, 227
guiding principles of, 163–164
- Critical Management Studies*, 162
- Critical organization theory, 153–182
critical theory, 159–164
environment and organization, relationship between, 174–180
individual and organization, relationship between, 164–170
labor process theory, 156–159
organizational management, 170–173
- Critical performativity, 212, 213
- Critical philosophy, 12–13
- Critical realism, 23, 212
- Critical theory, 1, 13, 21, 159–164
- Cultural modern organization
theory
cooperative theory, 73–76
cultural modern theory, 064–68
development of, 59–63
environment and organization, relationship between, 85–87
- Human Relations movement, 68–73, 80
- individual and organization, relationship between, 79–81
- organizational management, 82–84
- Cultural modern theory, 20, 21, 64–68
- Culture
entrepreneurial, 199–200
Ideational, 224
in organizational studies, 142–144
cognitive perspective, 143
corporate culture, 143
inter-cultural comparative management studies, 142–143
structural-psychodynamic perspective, 144
symbolic perspective, 143
Sensate, 224, 225
- Cunliffe, A. L., 2, 17, 20, 152, 219
- Curpasson, D., 219
- Customer-orientation, 205–206
- Cyert, R. M., 64, 93, 96, 97, 99, 120, 170
Behavioral Theory of the Firm, A, 96, 97–98
- Czarniawska, B., 148–150, 203, 221
- Dalton, M., 170
- Davis, G. F., 25, 49, 92

- Decision-making
 cognitive, 121
 nonprogrammed, 114–115
 programmed, 113–114
 theory, 92–100
- Deconstruction, 130, 190–192, 197, 209
- Deetz, S. A., 5, 17, 163, 219, 212
- Deleuze, G., 198, 221
- Democratic socialism, 182
- Derrida, J., 5, 9, 14, 21, 129, 130, 162, 164, 190–192, 196, 197, 209, 214
 deconstruction and, 130, 190–192, 197, 209
 differánce and, 191
- De Saussure, F., 14, 129, 130, 189, 209
- Descartes, R., 12, 197, 225
- De-skilling hypothesis, 157, 158
- Destruktion, 209
- Dickson, W., 65–67, 69, 72, 87, 148
- Differánce, 191
- Disciplinary power, 194
- Discipline and Punish*, 192, 193
- Discursive closure, resisting, 164
- Division of labor, 207
 gendered, 169
 symbols, 169
- Donaldson, L., 17, 63, 118–119
- Donham, W., 69
- Dreyfus, H. L., 195, 197
- Duberley, J., 2, 23
- Du Gay, P., 197, 199
- Duguid, P., 215
- Dunkerley, D., 4
- Durkheim, E., 18, 21, 60, 70–71, 81, 150, 153, 154, 220
 anomia and, 71, 81
 functional-integrative analyses, 70–71
- Economic Cooperation
 Administration (ECA), 104
- Economy and Society*, 39
- Edinburgh program, 19
- Efficiency, 41
- Egan, D., 178
- Egri, C., 171, 172
- Emancipation, 167
- Emancipatory knowledge, 155
- Emotions, 136
- Empiricist approach to theory, 7
- Engwall, L., 99
- Entrepreneurial culture, 199–200
- Environment and organization,
 relationship between
 classical organization theory, 49–52
 critical organization theory, 174–180
 cultural modern organization theory, 85–87
 interpretative organization theory, 146–147
 rational modern organization theory, 115–119
- Epistemology, 10, 90
- Esprit de corps, 48
- Ethnomethodology, 1, 126
- Etzkowitz, H., 6
- European Debt Crisis, 216
- Ezzamel, M., 3–4
- Fairhurst, G. T., 150
- Faulkner, D. O., 17
- Faye, E., 211
- Fayol, H., 20, 21, 32–35, 40, 47–56, 82, 220
Administration Industrielle et Générale (General and Industrial Management), 32, 33
- Centre d' Etudes Administratives, 33
- Commentry-Fourchambault (Comamboult), 33
- as consultant for National Post and Telecommunications Authority of France, 33

- life of, 32–33
on organizational management, 47–49
- Feenberg, A., 26
- Feldman, M. S., 99
- Feminism, 14
- Fenton, E. M., 200
- Ferguson, K., 168, 170
- Festenstein, M., 215
- Fiol, C. M., 129
- Fisher, L. H., 18
- Fleetwood, S., 23, 187
- Flexible specialization, 185
- Florence, M., 211
- Follett, M. P., 55–57
- Forbes, L. C., 4, 5, 162, 223
- Force, 198
- Ford, Henry, 50
conveyor belt method, 32
work task division, 31–32
- Foucault, M., 3, 5, 9, 14, 21, 23, 24, 26, 130, 162, 164, 190, 192–199, 206, 209, 211, 212–214, 217, 221, 227
Discipline and Punish, 192, 193
History of Sexuality: Part I, The, 193
“Madness and Civilization,” 193
Nietzschean analysis, 198
on power, 194–196
Order of Things, The, 193
repressive hypothesis, 198–199
- Fournier, V., 6, 24, 180–181
- Francis, J. R., 128
- Freeman, J., 101
- Freud, S., 81
psychoanalytical theory, 71
- Friedman, G., 229
- Friedman, R. L., 215
- Fromm, E., 159, 165, 166
- Frost, P., 171, 172
- Fry, L. W., 216
- Fukuyama, F., 182, 215
- Functional-integrative analyses, 70–71
- Functionalism, 16, 61
structural, 60, 72, 126
- Functions of the Executive, The*, 73
- Gabriel, Y., 128
- Gadamer, H. G., 23, 24, 127, 128, 162
- Gahmberg, H., 129, 135–136
- Galilei, G., 225
- Gang mentality, 29
- Gantt, H., 31, 35
- Gantt chart, 31
- “garbage can” theory, 99
- Garfinkel, H., 11, 21, 126–127, 132, 149–150
- Gash, D., 141–142
- Geigle, D., 216
- Gemmill, G., 165
- Gender, and organizational class structure, 168–170
- General theory, 1–4, 10–20, 150
distinguished from research theory, 10
paradigms, 15–17
as traditions and paradigms, 12–15
traditions as paradigms, 17–20
- Giddens, A., 11, 12, 129, 167
- Gilbraith, F., 31, 35
- Gilbraith, L., 31, 35
- Gillespie, R., 64, 68
- Gjesdal, K., 127
- Goal-oriented rationality
(Zweckrationalität), 40–41
- Gordon, C., 199
- Gouldner, A. W., 20, 21, 62, 64, 77, 78, 87, 88, 94, 99, 122, 170, 222
gypsum plant case, 87
- Governmentality, 199
- Graduate School of Industrial Administration (GSIA), 92, 98

- Graham, P., 56
 Gramsci, A., 177, 179
 Grant, T., 150
 Greenwood, R., 3
 Greimas, A. J., 129, 204
 Greiner, L., 117
 Grey, C., 6, 24, 180–181
 Grint, K., 202
 Guba, E. G., 150
 Guillén, M. F., 102, 121
 Gulick, L., 34–36, 55, 56
Papers of the science of administration, 34
 theory of the rational management of public administration, 36
 Guyer, P., 8, 13, 124, 151
 Habermas, J., 3, 4, 23, 24, 128, 130, 150, 155, 160–162, 164, 209, 211–213, 216
 Hadot, P., 9, 217, 228
 Hall, S., 150
Handbook of Organization Studies, 219
 Hanisch, B., 121
 Hannan, M. T., 101
 Hansen, H., 219
 Hardy, C., 1, 25, 219
 Hassard, J., 2, 3, 17, 19, 182, 203, 222
 Hasselbladh, H., 3
 Hatch, M. J., 2, 20, 128, 219
 Hawthorne studies, 64–69, 71, 72, 79, 81, 89
 Haynes, K. T., 122
 Hegel, G. W. F., 12–14, 22, 26, 159, 1892, 190, 217, 228–230
 Hegemony, 177–178
 Heidegger, M., 9, 12, 14, 127, 130, 150, 190, 209–217, 227
 Heiskala, R., 59, 195
 Held, D., 4, 213
 Helms Mills, J., 5, 162, 219
 Henry, J., 19
 Heritage, J., 150
 Hermeneutic knowledge, 155
 Hermeneutics, 1, 127–128
 critical, 128, 130
 philosophical, 128
 Hernes, T., 138
 Hickson, C. R., 116–117, 120
 Hinings, C. R., 116–117, 120, 121
History of Sexuality: Part I, The, 193
 Hitt, M. A., 122
 Höffe, O., 7
 Hogan, J., 182
 Holmer-Nadesan, M., 212
 Holmwood, J., 60, 61
 Holt, R., 150
 Homans, G., 72, 88
 Homo economicus, 94, 95
 Horkheimer, T. W., 4, 159, 160
 Hoy, D. H., 211, 213
 Human Relations movement, 68–73, 80, 133, 148
 Huntington, S. P., 216
 Husserl, E., 11, 12, 14, 21, 125, 134, 150, 151, 190, 217
 Hybrid theory, 1–4
 Ideal speech situation, 160–161
 Ideational culture, 224
 Identity
 individual, 169
 organizational, 108
 societal, 108
 Ideology critique, 172
 Individuals
 essential services, ensuring, 83
 and organization, relationship between, 42–46, 79–81, 105–109, 138–141, 164–170, 197–200
 Industrialization, 154
 Informal organization, 88–89
 Information economy, 188
 Ingram, D., 211
In Search of Excellence, 141

- Institutionalization, 126
 Intentionality, 125
 Inter-cultural comparative management studies, 142–143
 Intergovernmental Panel on Climate Change (IPCC), 178
 Interpretative organization theory, 123–152
 environment and organization, relationship between, 146–147
 individual and organization, relationship between, 138–141
 interpretative social theory, 124–130
 interpretative-symbolic approach, 134–138
 organizational management, 141–146
Theory of Organizations, The, 130–134
 Interpretative social theory, 124–130
 hermeneutics, 127–128
 phenomenological sociology, 125–127
 semiotics, 128–130
 Interpretative-symbolic approach, in organization theory, 134–138
 Interpretative theory, 21
 Intresslement, 204
 Irrational rationality, 105
- Jackall, R., 173
 Jary, D., 176
 Jeffries, V., 226
 Jick, T., 208
 Johnson, P., 2, 23
 Jones, B., 221
 Jones, C., 1, 221
 Jones, J., 133
 Josserand, E., 214
 Justice, 23, 213
- Kallinikos, J., 3
 Kant, I., 8, 12–15, 22, 23, 124, 134, 209, 211, 215, 217, 225, 226
 critique concept, 13
 noumenal reality, 124
 theory-practical distinction, 8
 traditions and paradigms, 13–14
 Kanter, R., 168, 170
 Kärreman, D., 5, 212
 Kelemen, M. L., 5, 17, 24, 214, 215
 Kerr, S., 208
 Ketchen, D. J., 122
 Khurana, R., 98, 103, 121
 Kilduff, M., 95, 96, 197, 198, 220
 Kim, S. H., 124
 Klotz, H., 183, 197, 221
 Knights, D., 4, 5, 159, 162, 182, 21, 209
 Knowledge
 emancipatory, 155
 hermeneutic, 155
 technical, 155
 Knudsen, C., 1, 10
 Kojève, A., 182, 210
 Kornberger, M., 25
 Kuhn, T., 15, 16, 18, 19, 131, 162
 paradigm analysis, 15–16, 131
 puzzle solving, 18
Structure of Scientific Revolutions, The, 15
- Labor and Monopoly Capital*, 156
 Labor Process Theory (LPT), 4, 21, 23, 156–159
 Language, 137
 role in organization, 164
 Latour, B., 19, 203, 204, 221, 222
 Law, J., 200–204, 222
 Manager and his Powers, The, 200–203
 Lawrence, T. B., 1
 Leadership
 managerial, 84
 monarchical, 46

- Lee, A. S., 128
 Legitimization, 126
 Levinthal, D. A., 97
 Levy, D. L., 178, 179
 Lewin, K., 72
 Lewis, M. W., 24
 Liedman, S. E., 7
 "Limits to Growth," 123
 Lincoln, Y. S., 150
 Logical rationality, 105
 Lotman, Juri, 135
 Louis, M. R., 140
 Loundsbury, M., 222
 Luckmann, T., 21, 125–127,
 131–133, 145, 146,
 149–151, 177
Social Construction of Reality: A Treatise in sociology of Knowledge, 125–126
 Lukács, G., 8, 13, 26, 159
 Lukes, S., 171, 172
 Luther, Martin, 225
 Lyotard, J. F., 5, 21, 162, 187–189
Postmodern Condition, The,
 187–188
 "Madness and Civilization," 193
 Magee, G. A., 229
Making Sense of Management: A Critical Introduction, 162
Management and Technology,
 100
 Management decision, 113–115
Manager and his Powers, The,
 200–203
 Managerial leadership, 84
 Managers, 173, 180
 March, J. G., 3, 64, 92–99, 120,
 121, 148, 170, 177, 198
Behavioral Theory of the Firm,
 A, 96, 97–98
 Marcuse, H., 159, 160
 Marsden, R., 212
 Marshall plan, 102, 104
 Martin, G., 121
 Martin, J., 197
 Marx, K., 4, 8, 9, 13–15, 21, 22,
 25, 26, 153–154,
 156–159, 165, 170, 180,
 212, 220, 223, 228–229
 critical theory, 13, 159–164
 historical-materialist approach,
 170
 see also Marxists
 Marxism, 14, 17, 22, 23, 184, 188,
 189, 210, 228
 critical, 213
 materialist, 162
 neo-Marxism, 150, 212, 213
 traditional, 164, 182
 Marxist, 8, 14–16, 18, 21, 25,
 153, 156, 159, 214, 226,
 227
 critical-Marxist, 23, 162, 170,
 174, 187
 neo-Marxist, 4, 13, 21, 23, 128
 theory-practical distinction, 8
 Maslow, A.
 model of the hierarchy of needs,
 72
 Master of Business Administration
 (MBA), 103
 Materialism, 13
 Matthews, E., 8
 Mayo, E., 18, 20, 21, 62, 64,
 68–69, 71–73, 79–81,
 82, 88, 96, 148, 167, 220
 biography of, 68–69
 Human Relations movement, 68,
 69, 80, 148
 McAuley, J., 2
 McDonaldization, 177
 calculability, 175
 efficiency, 174–175
 predictability, 175
 technology-orientation,
 175–176
McDonaldization of Society, The,
 174
 McEvily, B., 121
 McGregor, D., 72
 McUniversity, 176–177

- Mead, G. H., 150
 Meadows, D. H., 123
 Meadows, D. L., 123
 Mellon, W. L., 92
 Merton, R., 3, 15, 20, 21, 62, 64,
 76, 77, 88, 94
 Metaphysical universalism, 13
 Meta-theory *see* general
 theory
 Meyer, G., 141–142
 Michels, R., 49–50, 85,
 86, 88
 Miller, P., 199
 Mills, A. J., 4, 5, 162, 170, 21
 Mills, J. H., 162
 Minnich, E. K., 215
 Mintzberg, H., 97, 99, 103, 121,
 171
 Mock bureaucracy, 77
 Model of the hierarchy of needs, 72
 Monarchical leadership, 46
 Morgan, G., 2, 16–18, 35, 42, 46,
 96, 118, 144, 145, 150,
 155, 197, 219
 paradigm typology, 16–17
*Sociological Paradigms
 and Organizational
 Analysis*, 2
 Morrison, K., 154
 Munch, R., 18
 Munro, R., 221
 Nelson, R. R., 121
 New Deal, 85, 86
 New Liberalist program, 18
 Newton, I., 225
 Newton, T., 209, 225
 Nietzsche, F., 14, 23, 26, 130, 190,
 198, 199, 209–215, 217,
 228, 229
 Nightingale, A. W., 7, 9, 10, 217,
 228
 Nihilism, 26
 Non-logical rationality, 105
 Nonprogrammed decisions,
 114–115
 Nonrationality, 105
 Nord, W. R., 1, 219
 Norm theory, 109, 227
 Noro, A., 10
 Oakley, J., 165
 Obstfeld, D., 151
 O'Connor, E. S., 6, 18, 55, 69, 72,
 220
 O'Doherty, D., 221
 Oligarchy, 85
 Oliver, C., 3
 Olsen, J. P., 99
 Ontology, 10
Order of Things, The, 193
 Organizational communication,
 maintaining, 82–83
 Organizational identity, 108
 Organizational ideologies,
 136–137
 Organizational language, 137
 Organizational learning, 98
 Organizational management
 classical organization theory,
 46–49
 critical organization theory,
 170–173
 cultural modern organization
 theory, 82–84
 interpretative organization
 theory, 141–146
 postmodern organization theory,
 200–206
 rational modern organization
 theory, 110–115
 Organizational myths, 136–137
 Organizational reality, 136
 Organizational research, 25
 Organizational symbolism, 136
 Organizational theories, 13
 general, 1–4, 10–20
 hybrid, 1–4
 new eschatology in, possibility
 of, 228–230
 Organization design, 110–113
Organizations, 198

- Organizations
 adaptation of source to contextual factors, 118–119
 behavioral theory of, 96, 97–98
 deconstructing, 95–96, 197, 198, 220
 and environment, relationship between, 49–52, 85–87, 115–119, 146–147
 evolution of, 74–75
 goals and objectives, 83–84
 and individuals, relationship between, 42–46, 79–81, 105–109, 138–141, 164–170, 197–200
 internal conflict, quasi-resolution of, 97
 modern versus interpretative definition of, 149
 operating environment, contingency factors of, 115–118
- Overman, 210
- Oxford Handbook of Sociology and Organization Studies, 220
- Palmer, I., 25
- Panopticon, 192–194, 199
- Papers of the science of administration*, 34
- Paradigms, 15–17
 general theory as, 12–15
 traditions as, 17–20
- Parker, M., 5, 56, 90, 148, 176, 184
- Parsons, T., 12, 15–16, 18, 21, 36, 55, 56, 60–62, 72, 76, 88, 91, 108, 109, 121, 126, 130–131, 150, 153, 220, 222, 224
 norm theory, 109, 227
 role theory, 108–109
- Social System, The*, 62
- structural functionalism, 60, 72, 126
- Structure of Social Action, The*, 62
- Theory of Economic and Social Organization, The*, 36
- structural-functionalism systems theory, 130, 207, 224
- Peltonen, T., 5, 18, 71, 194
- Performance-related pay, 44
- Perrow, C., 115–117, 120
- Peters, T. J., 141
In Search of Excellence, 141
- Pettigrew, A., 97, 171, 200
- Pfeffer, J., 6, 97, 101, 171
- Phenomenological analysis, 161
- Phenomenological sociology, 125–127
- Phenomenology, 4
- Phillips, N., 128, 219
- Philosophical hermeneutics, 128
- Piore, M., 185, 186
- Pitsis, T., 25
- Plato, 7, 10, 12, 22, 209, 224, 225, 227, 229, 230
 cave analogy, 7, 10, 227
 theory–practical distinction, 7
- Pluhar, W. S., 8
- Political theory, 11
- Population ecology, 101, 102
- POSDCORB chart, 34, 47
- Positivist approach to theory, 7
- Postmodern Condition, The*, 187–188
- Postmodernism, 14, 215, 182
- Postmodern organization theory, 21, 183–217
 environment and organization, relationship between, 206–208
 individual and organization, relationship between, 197–200
 organizational management, 200–206
 poststructuralist organization theory, 187–197
- Poststructuralism, 1, 14, 23

- Powell, W. W., 111
- Power, 47–48, 170, 171, 194–196
asymmetric relationships, 164,
195
disciplinary, 194
of managers, 200–203
productive, 195–196, 206
- Practical classical theory, 28–36,
54
- Prahлад, C. K., 208
- Prasad, A., 5, 127, 128, 219
- Prasad, P., 5, 128, 150, 165, 219
- Prendergast, C., 151
- Principles of Scientific Management, The*,
42–46
- Problematization, 204
- Productive power, 195–196, 206
- Programmed decisions, 113–114
- Protestant Ethic and the Spirit of Capitalism, The*, 36,
38–39, 41–42, 46
- Psychoanalysis, 1, 4
- Psychoanalytical theory, 71
- Pugh, D. S., 116–117, 120
- Punishment-centered bureaucracy,
77
- Purcell, J., 121
- Puzzle solving, 18
- Rabinow, P., 195, 197
- Radical democracy, 182
- Radical humanism, 16
- Radical structuralist paradigm, 16
- Ramberg, B., 127
- Randers, J., 123
- Rationality, 87
bounded, 105–106
critical, 211
goal-oriented
(Zweckrationalität),
40–41
irrational, 105
logical, 105
non-logical, 105
nonrationality, 105
- value-orientated
(Wertrationalität), 40
- Rational modern organization
theory, 20–21, 64,
91–122
- decision-making theory, 92–100
- environment and organization,
relationship between,
115–119
- individual and organization,
relationship between,
105–109
- organizational management,
110–115
- structural contingency theory,
100–104
- Rational (or rational-legal)
authority, 38–40
- Rawls, J., 22, 214
- Reagans, R., 121
- Reality
interpretative framing of,
138–139
metaphorical, 138
organizational, 136
symbolical, 138
- Reed, M., 63, 70
- Remes, P., 227
- Remuneration, 112
- Renaissance humanism, 12
- Representative bureaucracy, 77
- Repressive hypothesis, 198–199
- Research theory, 10
- Resource, 101–102
- Riper, P., 35
- Ritzer, G., 16, 24, 52, 174, 176,
177, 182
McDonaldization of Society, The, 174
- Roberts, J., 229
- Rockefeller Foundation, 69
- Role theory, 108–109
- Romantic Idealist, 134
- Romanticization, 134
- Romantic Movement, 12
- Rorty, R., 209, 214

- Rothlisberger, F., 19, 62, 65–67, 72, 88, 89, 148
- Rowan, B., 3
- Rowlinson, M., 182
- Rumens, N., 5, 214
- Russian military violence, in Ukraine, 216
- Sabel, C., 185, 186
- Sahlin-Andersson, K., 3
- Salancik, G. R., 101
- Sallis, J., 209
- Sandberg, J., 9, 150
- Sarasvathy, S. D., 2
- Schrift, A. D., 190, 210
- Schubert, J. D., 24, 182
- Schutz, A., 11, 15, 21, 125–127, 131, 132, 134, 148–151
- Schwartzman, H. B., 90
- Scientific management, 42–46, 51
basic elements of, 29–31
- Scott, W. R., 3, 25, 49, 92, 177, 209
- Self
autonomous, 196
conscious, 196
- Selznick, P., 3, 20, 21, 62, 64, 77, 78, 84–86, 88, 94, 115, 177
“TVA and the Grass Roots,” 85–86
- Semiotics, 1, 128–130
- Sennett, R., 173
- Sensate culture, 224, 225
- Sensemaking, 139–140
- Shenhav, Y., 220
- Shrivastava, P., 207
- Silverman, D., 11, 21, 130–134, 136, 146, 150–151, 221, 223
Theory of Organizations, The, 130–134
- Simon, H. A., 21, 63, 64, 92–96, 99, 103–108, 113–115, 120, 148, 177, 198, 221
- Administrative Behaviour*, 93, 105
- “Business School: a problem in organizational design, The,” 103–104
- career of, 93
- decision-making process, 63, 92–96, 99
- Skinner, Q., 20
- Slater, P. E., 72
- Smircich, L., 21, 142, 144–147, 150, 168, 221
- Smith, J. H., 69
- Social constructionism, 127
- Social Construction of Reality: A Treatise in sociology of Knowledge*, 125–126
- Social Psychology of Organizing*, 138
- Social System, The*, 62
- Social theory, 11
- Societal identity, 108
- Sociological branch of classical theory, 36–42, 54
- Sociological Paradigms and Organizational Analysis*, 2
- Soldiering, 29
- Sorokin, P. A., 26, 56, 76, 224–228, 230
- Sousa, R., 121
- Spicer, A., 5, 209, 212
- Spinoza, 12
- Stalker, G. M., 21, 63, 64, 100–101, 117, 120, 223
- Standing Conference on Organizational Symbolism (SCOS), 134, 135
- Starbuck, W. H., 151
- St Augustine of Hippo, 225
- Strategic factors, 85
- Strategy and Structure*, 101
- Strati, A., 136
- Structural contingency theory, 100–104

- Structural functionalism, 60, 72, 126
- Structural-functional systems theory, 130, 207, 224
- Structuralist linguistics, 129
- Structural-psychodynamic perspective, of culture, 144
- Structuration theory, 12, 167
- Structure of Scientific Revolutions, The*, 15
- Structure of Social Action, The*, 62
- Stubbart, C., 146–147, 150
- Styhre, A., 200, 208
- Subject and Power*, 196
- Suddaby, R., 3
- Sutcliffe, K. M., 151
- Sweezy, P. M., 4, 158
- Symbolic perspective, of culture, 143
- Systematic management theory, 34
- Systematic work avoidance, 29
- Systems functionalist analysis, 86
- Systems theoretical modern organization, 62–63
- Systems theory, 207
- Taylor, F. W., 28–29, 35–36, 50–55, 67, 220
- Principles of Scientific Management, The*, 42–46
- on scientific management, 29–31, 51
- systematic work avoidance, 29
- Technical knowledge, 155
- Teece, D. J., 2, 17
- Teigas, D., 23, 162
- Ten Bos, R., 1
- Tennessee Valley Authority (TVA), 77
- Thatchenkery, T., 128
- Theory
- definition of, 6–10
 - see also* individual theories
- Theory of Economic and Social Organization, The*, 36
- Theory of Organizations, The*, 130–134
- Theory X, 72
- Theory Y, 72
- Thompson, J. D., 115–116, 120
- Thompson, P., 209
- Thomson, I., 9
- Thorelli, H. B., 111
- Thurlow, A., 162
- Tikkanen, H., 194
- Time and Motion Studies, 31
- Townley, B., 197, 199
- Toynbee Hall, 18
- Tradition
- general theory as, 12–15
 - as paradigms, 17–20
- Traditional authority, 37
- Transcendence, 14
- Tsoukas, H., 1, 9, 10
- Turner, C., 116–117, 120
- “TVA and the Grass Roots,” 85–86
- Ulrich, D., 208
- Uncertainty avoidance, 97–98
- United Nations (UN)
- Intergovernmental Panel on Climate Change, 178
- Urwick, L., 34–36, 55, 56
- Papers of the science of administration*, 34
- theory of the rational management of public administration, 36
- Vaara, E., 5
- Vaill, P. B., 89
- Value-orientated rationality (Wertrationalität), 40
- Van Bertalanffy, L., 62, 91
- Van de Ven, A. H., 121
- Van Maanen, J., 6, 149, 150
- Van Riper, P., 35
- Vattimo, G., 216

- Villa, D. R., 215
Visker, R., 190
Voegelin, E., 230
Von Wright, G. H., 10
Voss, C. A., 121
- Wald, A., 121
Waterman, R. H.
In Search of Excellence, 141
Weber, M., 14–15, 26, 50,
52–55, 60, 71, 95,
153, 154, 180, 212,
225–226
biography of, 38–39
Economy and Society, 39
interpretative social theory,
124–125
on organizational management,
46–47
*Protestant Ethic and the Spirit of
Capitalism, The*, 36,
38–39, 41–42, 46
theory of bureaucracy, 36–41,
49, 88, 94
work in organization theory,
importance of, 222–223
- Weick, K. E., 11, 21, 137,
138–139, 145, 146, 148,
151, 152, 221
Social Psychology of Organizing,
138
Wheeler, M., 210
White, S. K., 161
Whittle, A., 209
Whyte, W. F., 89
Williamson, O. E., 111
Willis, P. E., 167
Willmott, H., 3–5, 21, 24, 155,
159, 162, 163–164, 167,
179, 182, 219, 221, 223
Winter, S. G., 121
Wittgenstein, L., 9
Woodward, J., 21, 63, 64, 100,
101, 115–116, 120
Management and Technology,
100
Workers Educational Association,
18
Work task division, 31–32
Zafirovski, M., 56, 224
Zeitgeist, 20