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GENDER, POWER AND ORGANIZATION

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PAULA NICOLSON

SECOND EDITION

Gender Power And Organization

Eileen L. Zurbriggen, Rose Capdevila



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gender and women s studies **Gender, Power and Organisations** Susan Halford,2018-06-26 This important text demonstrates the range of ways in which gender can be seen to be an integral part of organisational life Through a lively and detailed exploration of the structures and processes of organisations the authors bring to life the ways in which gender is performed maintained and reproduced in many of the corporations and institutions in which we work A wide range of research on gender race and other forms of social difference is drawn upon to reveal how divisions and inequalities remain a significant aspect of work and organisations in spite of the fact that high profile is given to women who make it to the top At the same time evidence is also presented to show how these persistent structural differences are variously contested and challenged by both women and men The authors discuss how these contradictory factors can be usefully interpreted by developing our understanding of the ways in which power operates in organisations By developing a multi dimensional approach to understanding power the richness and diversity of gender relations within contemporary organisations is explained Through its full discussion of key theoretical concepts and its insightful look at the ways in which these interweave with substantive areas of organisational life this book is the perfect text both for readers who are new to the subject and who are already engaged in the field **Gender Power, Leadership, and Governance** Georgia Duerst-Lahti,Rita Mae

Kelly,1995 Investigates how notions of masculinity and femininity inform ideology political action and institutional prejudice
 Gender, Power and Organisations Susan Halford,Pauline Leonard,2001 This important book offers an overview and synthesis of theory and research into the gendered dimension of organizations exploring how gender difference is constructed within organizations and intertwined with organizational power relations Assuming little prior knowledge on the part of the reader it examines a series of key areas of substantive interest in the study of organizations bringing to bear a wide range of social and feminist theory in understanding the processes in play **Gendered Power in Child Welfare** Christa Jane Moore,Patricia Gagné,2023-07-03 In Gendered Power in Child Welfare What s Care Got to Do with It Christa Jane Moore and Patricia Gagn argue that the child welfare system in Kentucky and other states is based on masculine values that were institutionalized long before women had the right to vote hold public office or have a voice in public law and policy The authors draw on feminist and organizational theories and base their arguments on primary qualitative data and secondary statistics to demonstrate that historically and today the efforts of care workers in the child welfare system are stymied by a highly bureaucratic child welfare system that demands focus on metric outcomes Throughout the work the authors argue for reforms more feminized orientations that hearken back to the earliest extensions of community centered care for those most vulnerable especially children with protective needs **Gender, Power and Politics in Agriculture** Jemimah Njuki,Hale Ann Tufan,Vivian Polar,Hugo Campos,Monifa Morgan-Bell,2024-10-07 This is a open access book In the agriculture sector the language of gender integration often ignores the politics and the power dynamics that are central to critical and feminist analysis of gender relations This volume explores largely neglected topics such as power dynamics

masculinities gendered social norms feminist research practice intersectionality critical analysis of tools and more that are fundamental to shifting the entrenched power dynamics and politics of gender research in agriculture The purpose of this book is to reduce the gap existing between theory methods and practice of gender relations in agriculture and agricultural research Through an in depth analysis of current processes in agriculture and drawing on existing experiences in other sectors it seeks to create pathways for learning catalyzing change and positive impact on gender equity and social inclusion This volume seeks to bring forth a change in how gender relations in agriculture are researched practiced and taught

Gender, Power and Higher Education in a Globalised World Pat O'Connor, Kate White, 2021-08-24 This book examines persistent gender inequality in higher education and asks what is preventing change from occurring The editors and contributors argue that organizational resistance to gender equality is the key explanation reflected in the endorsement of discourses such as excellence choice distorted intersectionality revitalized biological essentialism and gender neutrality These discourses implicitly and explicitly depict the status quo as appropriate reasonable and fair ultimately impeding efforts and attempts to promote gender equality Drawing on research from around the world this book explores the limits and possibilities of challenging these harmful discourses focusing on the state and universities themselves as levers for change It stresses the importance of institutional transformation the vital contribution of feminist activists and the importance of women s deceptively small victories in the academy

Power and Organizations Stewart R Clegg, David Courpasson, Nelson Phillips, 2006-06-29 A marvelous addition to the literature on both organizations and power It is well grounded in the research on these topics and especially the wide range of relevant theorizing The book is terrific at bringing together theory research and the world of organizations George Ritzer Distinguished University Professor University of Maryland This book tirelessly illuminates the nooks and crannies of the power literature taking readers on an audacious tour of power s multiple conceptualizations and expressions Hugh Willmott Diageo Professor of Management Studies University of Cambridge Clegg and his associates expose the power dynamics that lie at the heart of all political and organizational arenas and in so doing they shed light on the underbelly along with the creative potentialities in organizational life Joyce Rothschild Professor of Sociology Virginia Polytechnic Institute and State University Strange but true most studies of organizational hierarchies downplay the issue of power or uncritically assume more is better while ignoring its pernicious effects Stewart Clegg David Courpasson and Nelson Phillips set the record straight Joanne Martin Merrill Professor of Organizational Behavior and by courtesy Sociology Stanford University Graduate School of Business Stanford In this tour de force Stewart Clegg David Courpasson and Nelson Phillips provide a comprehensive account of power and organizations unlocking power as the central relation of modern organizations and society The authors present an excellent synthesis of organization social and political theory to offer an overview of power and organizations that is historically informed addresses current issues and is comprehensive in scope Power and Organizations reviews the evolution of theories on power and organization presenting not

only the theorists who identify power as positive but also dealing with the negativity of power and the real horror of which organizations are capable which has thus far been underplayed in organization theory At the core of organizational power projects are organizational elites whose politics and projects are examined extensively in the book The book concludes by examining the implications for organizations and their elites of the trends tendencies and theories considered in the course of the book This book is required reading for graduate students and researchers in areas such as organizational social and political theory

The International Encyclopedia of Organizational Communication, 4 Volume Set Craig Scott, Laurie Lewis, 2017-03-06 The International Encyclopedia of Organizational Communication offers a comprehensive collection of entries contributed by international experts on the origin evolution and current state of knowledge of all facets of contemporary organizational communication Represents the definitive international reference resource on a topic of increasing relevance in a new series of sub disciplinary international encyclopedias Examines organization communication across a range of contexts including NGOs global corporations community cooperatives profit and non profit organizations formal and informal collectives virtual work and more Features topics ranging from leader follower communication negotiation and bargaining and organizational culture to the appropriation of communication technologies emergence of inter organizational networks and hidden forms of work and organization Offers an unprecedented level of authority and diverse perspectives with contributions from leading international experts in their associated fields Part of The Wiley Blackwell ICA International Encyclopedias of Communication series published in conjunction with the International Communication Association Online version available at Wiley Online Library Awarded 2017 Best Edited Book award by the Organizational Communication Division National Communication Association

The Palgrave Handbook of Power, Gender, and Psychology Eileen L. Zurbruggen, Rose Capdevila, 2023-12-28 The Palgrave Handbook of Power Gender and Psychology takes an intersectional feminist approach to the exploration of psychology and gender through a lens of power The invisibility of power in psychological research and theorizing has been critiqued by scholars from many perspectives both within and outside the discipline This volume addresses that gap The handbook centers power in the analysis of gender but does so specifically in relation to psychological theory research and praxis Gathering the work of sixty authors from different geographies career stages psychological sub disciplines methodologies and experiences the handbook showcases creativity in approach and diversity of perspective The result is a work featuring a chorus of different voices including diverse understandings of feminisms and power Ultimately the handbook presents a case for the importance of intersectionality and power for any feminist psychological endeavor

Gendered Power Dynamics and Exotic Dance Tina Deshotel, Craig Forsyth, 2021-09-15 Gendered Power Dynamics and Exotic Dance examines the social phenomenon of exotic dancing Presenting a compelling multilevel analysis of dancer interactions organizational practices and institutional forces this book challenges our understanding of sexuality and power Centering the voices and experiences of exotic dancers this book

explores the relationship between exotic dancing and power at the micro interactional meso organizational and macro institutional levels informing a feminist theory of power that seeks out systems of domination in order to challenge and change them Through direct interviews and observations collected between 1993 and 2021 from 40 different clubs in the United States Deshotels and Forsyth demystify the seemingly contrary findings about exotic dancing and power They show how and why individual dancers can be simultaneously empowered and exploited beyond individual traits interactions or settings in the nexus of gender and power in exotic dancing The book will be useful for scholarly readers in the subject areas of sociology cultural studies gender sexualities studies sex work and organizations theory Written in a clear accessible manner this book will also appeal to a general audience interested in understanding the complex interactions of gender power feminism and exotic dance

Handbook of Gender, Work and Organization Emma Jeanes, David Knights, Patricia Yancey Martin, 2012-04-16 This work of reference represents a remarkably complete detailed and extensive review of the field of gender work and organization in the second decade of the 21st century Its authors represent eight countries and many disciplines including management sociology political science and gender studies The chapters by top scholars in their areas of expertise offer both reviews and empirical findings and insights and challenges for further work The chapters are organized in five sections Histories and Philosophies Organizing Work and the Gendered Organization Embodiment Globalization and Diversity Theoretical and conceptual developments at the cutting edge of the field are explicated and illustrated by the handbook's authors Methods for conducting research into gender work and organization are reviewed and assessed as well as illustrated in the work of several chapters Efforts to produce greater gender equality in the workplace are covered in nearly every chapter in terms of past successes and failures Military organizations are presented as one of the difficult to change in regards to gender with the result that women are marginalized in practice even when official policies and goals require their full inclusion The role of the body embodiment is emphasized in several chapters with attention both to how organizations discipline bodies and how organizational members use their bodies to gain advantage Particular attention is paid to sexuality in and organizations including sexual harassment policies to alleviate bias and the likelihood that future work will pay more attention to the body's presence and role in work and organizations Many chapters also address change efforts that have been employed by individuals groups and organizations including transnational ones such as the European Union the United Nations and so on In addition to its value for teachers and students within this field it also offers insights that would be of value to policymakers and practitioners who need to reflect on the latest thinking relating to gender at work and in organizations

Organizational Communication Dennis K. Mumby, Timothy R. Kuhn, 2025-01-14 Organizational Communication A Critical Approach Third Edition presents a modern critical perspective while providing a comprehensive survey of theory and research in organizational communication Authors Dennis Mumby and Timothy Kuhn familiarize students with the field of organizational communication historically conceptually and practically and challenges them to

reconsider their common sense understandings of work and organizations preparing them for participation in 21st century organizational settings Linking theory with practice Mumby skillfully explores the significant role played by organizations and corporations in constructing our identities The text has been extensively revised recognizing that the world has changed significantly between editions including the rise of social media the increasingly networked character of organizational life the emergence of AI and more Critical analysis of the relationship between communication and organization has never been more important and the updates provide a current look into the critical issues that students will face as they navigate their work lives

Gender, Culture and Organizational Change Catherine Itzen, Janet Newman, 2003-09-02 An engaging contribution to the increasing body of knowledge about gender and organizations Gender Culture and Organizational Change examines gender based inequality in organizations and considers how sexual and social relations between women and men based on sexuality power and control determine the cultures structures and practices of organization and the experiences of men and women working in them Gender Culture and Organizational Change represents a decade of experience of managing change and implementing theory in public sector organizations during a period of major social political and economic transition and analyses the progress that has been made It expands to make wider connections with women and trade unions in Europe and management development for women in the developing countries of Africa and Asia It will be valuable reading for students in social policy gender studies and sociology and for professionals with an interest in understanding the dynamics of the workplace

Gender, Power and Organisation , Gender, Power, and Non-Governance Andria D. Timmer, Elizabeth Wirtz, 2022-05-13 Using Sherry Ortner's analogy of Female Nature Male Culture this volume interrogates the gendered aspects of governance by exploring the NGO State relationship By examining how NGOs States perform gendered roles and actions and the gendered divisions of labor involved in different types of institutional engagement this volume attends to the ways in which gender and governance constitute flexible relational and contingent systems of power The chapters in this volume present diverse analyses of the ways in which projects of governance both reproduce and challenge binaries

Power, Politics and Exclusion in Organization and Management Robert McMurray, Alison Pullen, 2019-05-24 There is a long tradition of research on politics power and exclusion in areas such as sociology social policy politics women's studies and philosophy While power has received considerable attention in mainstream management research and teaching it is rarely considered in terms of politics and exclusion particularly where the work of women writers is concerned This second book in the Routledge Series on Women Writers in Organization Studies analyses the ways in which women have theorised and embodied relations of power Women like Edith Garrud who trained in the Japanese art of jujutsu confronted the power of the state to champion feminist politics Others such as Beatrice Webb and Alva Myrdal are shown to have been at the heart of welfare reforms and social justice movements that responded to the worst excesses of industrialisation based on considerations of class and gender The writing of bell hooks provides a necessarily uncomfortable

account of the ways in which imperialism white supremacy and patriarchy inflict unspoken harm while Hannah Arendt's work considers the ways in which different modes of organizing restrict the ability of people to live freely Taken together such writings dispel the myth that work or business can be separated from the rest of life a point driven home by Rosabeth Moss Kanter's observations on the ways in which power and inequality differentially structure life chances These writers challenge us to think again about power politics and exclusion in organizational contexts They provide provocative thinking which opens up new avenues for organization theory practice and social activism Each woman writer is introduced and analysed by experts in organization studies Further reading and accessible resources are also identified for those interested in knowing thinking more This book will be relevant to students researchers and practitioners with an interest in business and management organizational studies critical management studies gender studies and sociology Like all the books in this series it will also be interest to anyone who wants to see think and act differently

Sexual Violence Crimes and Gendered Power Relations Bilge Sahin, 2020-10-29 This book provides a robust gendered analysis and establishes a feminist approach to international actors responses to sexual violence crimes in conflict in eastern Democratic Republic of the Congo DRC and the impact of these global political practices on local gendered power relations Sexual violence crimes in eastern DRC have received significant global attention and triggered calls by the international community to end this violence This book critically assesses international assistance to the Congolese legal system to challenge sexual violence crimes to determine to what extent it engages with the continuum of gendered violence from peacetime to conflict It also examines whether international assistance has produced any transformations in gendered power relations in eastern DRC The author investigates how challenging sexual violence crimes in conflict necessitates broader female empowerment and engagement with gendered power relations This book will be of interest to scholars and postgraduate students in gender studies development studies and international relations It will also provide significant guidance for professionals working for development agencies and international NGOs focusing on eastern DRC

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