

EVOLUTIONARY DYNAMICS OF ORGANIZATIONS

Edited by

Joel A.C. Baum

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Evolutionary Dynamics Of Organizations

**Marshall Scott Poole, Andrew H. Van
de Ven**



Evolutionary Dynamics Of Organizations:

Evolutionary Dynamics of Organizations Joel A. C. Baum, Jitendra V. Singh, 1994 His text presents the latest research and theory about evolutionary change in organizations It brings together the work of organizational theorists who have challenged the orthodox adaptation views that prevailed until the beginning of the 1980s It emphasizes multiple levels of change distinguishing change at the intraorganizational level the organizational level the population level and the community level The book is organized in a way intended to give order and coherence to what has been a diverse and multidisciplinary field The book had its inception at a conference held at the Stern School of Business New York University January 1992

Evolutionary Dynamics of Organizations Joel A.C. Baum, Jitendra V. Singh, 1994-03-31 This book presents the latest research and theory about organizational evolutionary change It brings together the work of organization theorists who have played key roles in challenging the orthodox adaptation views that prevailed until the beginning of the 1980s Joel A C Baum and Jitendra V Singh emphasize hierarchy of evolutionary processes at the intraorganizational level the organizational level the population level and the community level Derived from a conference held at the Stern School of Business at New York University Evolutionary Dynamics of Organizations is organized in a way that gives order and coherence to what has been a diverse and multidisciplinary field *Cognition, Capabilities, and the Evolutionary Dynamics of Organizations* Giovanni Gavetti, 2000

Organizational Evolution and Strategic Management Rodolphe Durand, 2006-04-25 I have no doubt this book will be read and used time and again by any scholar working within the evolutionary approach to organizations I believe that it will also be of great interest to strategy scholars Management Rodolphe Durand has a compelling message for the growing community of evolutionary researchers in organization studies Evolutionary researchers need to attend more carefully to historical and contemporary debates in the biological sciences if they are to avoid false tracks and simplistic analogies Durand offers here the foundations of a distinctive and authentic evolutionary theory that takes organizations seriously for what they are Richard Whittington Oxford University This book fills an important gap in the study of organizations and strategy from an evolutionary perspective It offers a synthetic approach to evolutionary analysis with grounded empirical examples that graduate students and seasoned scholars alike will find immensely useful Durand's OES model rooted in a critical examination of philosophical and scientific writings on evolution is particularly promising and provides a valuable guidepost for future research on organizations and strategic management Michael Lounsbury University of Alberta How is economic evolutionary theory in which organisations evolve according to environmental selection reconciled with evidence of strategic management This book is the first of its kind to propose a solution to this theoretical puzzle and engage readers in a balanced understanding of organizational evolution Rodolphe Durand embarks upon a fresh assessment of the literature His discoveries provide the foundation for a new theory of organizational selection and an organizational evolution and strategy model that reconciles economic evolution with strategic intentionality Chapters include

an examination of the work by Lamarck Darwin and Spencer a constructive appraisal of evolutionary theory applied to organisations and a summary of how the organizational evolution and strategy model will affect future theory and research

Management in the Age of Digital Business Complexity Bill McKelvey, Renata Kaminska, Maria Paz Salmador, Nadine Escoffier, 2021-09-07 Management in the Age of Digital Business Complexity focuses on how the digital age is changing management and vastly speeding up complexity dynamics The recent coevolution of technologies has dramatically changed in just a few years how people and firms learn communicate and behave Consequently the process of how firms coevolve and the speed at which they coevolve has been dramatically changed in the digital age and managerial methods are lagging way behind Combining his own expertise with that of a number of specialist and international co authors McKelvey conveys how companies that fall behind digitally can quickly be driven out of business The book has been created for academics seeking to upgrade management thinking into the modern digital age and vastly improve the change capabilities of firms facing digital oriented competition

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Variations in Organization Science Joel A. C. Baum, Bill McKelvey, 1999-05-14 In my judgment this book in honor of Donald T Campbell will be very influential and highly cited It will become a must read for Ph D students and scholars in strategy and organization theory Arie Lewin Duke University The topics in this volume are cutting edge and the contributors are first rate The book is well anchored Donald T Campbell has had a profound influence on the field Moreover the book is well conceptualized socio cultural evolution co evolution methods modeling and epistemology are key issues in organization science right now Michael Tushman Harvard University If he were an assistant professor today what would social science giant Donald T Campbell be pursuing in the field of organization science Joel A C Baum and Bill McKelvey explore this question in Variations in Organization Science This volume reveals and celebrates Campbell s many contributions to organization science by presenting new variations that stem directly from his work Rather than analyze Campbell s theories the authors present ideas that Campbell might have pursued if he were currently a doctoral student This volume is unique in its focus on coevolution and multilevel coevolutionary analysis as well as in its range of subject matter from empirical studies to leading edge epistemological discourses Each of the book s four main sections focuses on a major aspect of Campbell s legacy blind variation selection and retention multilevel coevolution process level analysis and modeling and epistemology and methodology In addition the volume includes a Foreward by Barbara Frankel Campbell and an unusual Appendix Donald Campbell s complete curriculum vitae Variations in Organization Science should be on the top of the reading list for any organization scientist interested in organizational evolution change and competitiveness This volume will also appeal to any scholar interested in the human and

social capital base of firms and how organizational knowledge and learning work to provide the basis of competitive advantage The SAGE Handbook of Organization Studies Stewart R Clegg, Cynthia Hardy, Tom Lawrence, Walter R Nord, 2006-06-21 Praise for the award winning First Edition This handbook is organized to help teachers and students to cover the mainstream work in the field of organization studies This is an excellent reference tool with which to study organizational theory and practice International Review of Administrative Sciences The editors have put together an impressive reference work serious in intent and rigorous in implementation As a publishing achievement and a scholarly event in the field SAGE is to be congratulated It is designed as a work of synthesis to link past and present general and specific Journal of General Management Praise for the New Edition An excellent collection of papers giving a timely overview of the field Gareth Morgan In this substantially updated revised and extended edition of the widely acclaimed Handbook the high standard of the contributions is maintained Close consideration is given to newly emergent such as networks and complexity as well as more established topics Metaphors of conversation and discourse are engagingly invoked to make and explore new distinctions directions and connections It is a key reference volume for more advanced students of this rapidly developing field Hugh Willmott Diageo Professor of Management Studies Judge Business School University of Cambridge Giving the authors of the Handbook of Organization Studies the opportunity to revise and update their earlier contributions makes this handbook unique Comparing the revised chapters to their originals offers the reader unparalleled insight into how knowledge develops in our discipline New frameworks and deeper understandings grounded in continuing scholarship abound in this updated classic Mary Jo Hatch C Coleman McGehee Eminent Scholars Research Professor of Banking and Commerce McIntire School of Commerce University of Virginia A decade after it first published to international acclaim the seminal Handbook of Organization Studies has been updated to capture exciting new developments in the field Providing a retrospective and prospective overview of organization studies the Handbook continues to challenge and inspire readers with its synthesis of knowledge and literature As ever contributions have been selected to reflect the diversity of the field New chapters cover areas such as organizational change knowledge management and organizational networks Part One reflects on the relationship between theory research and practice in organization studies Part Two address a number of the most significant issues to affect organization studies such as leadership diversity and globalization Comprehensive and far reaching this important resource will set new standards for the understanding of organizational studies It will be invaluable to researchers teachers and advanced students alike **Handbook of Organizational Change and Innovation** Marshall Scott Poole, Andrew H. Van de Ven, 2004-08-26 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 **Emotions and**

Organizational Dynamism Wilfred J. Zerbe, Charmine E. J. Härtel, Neal M. Ashkanasy, 2010-07-02 Emotions have widespread effects in organizations and underlie a broad range of dynamics in organizations This volume explores the role that emotion plays in such diverse organizational phenomena as entrepreneurship change service failure and creativity

The Organizational Form of Family Business Stefan Bornheim, 2012-12-06 The Organizational Form of Family Business attempts to develop an evolutionary family business theory positioning family businesses as a distinct organizational form based on conjectures from organizational ecology An open and uninhibited playing field achieved through utilizing a grounded theory methodology heightens chances for observing precisely how family businesses behave An introductory chapter is followed by a literature review beginning with a review of family business research This is followed by a discussion of family business definitional issues and accompanied by some data to show the economic importance of family business There follows a review of the research literature on grounded theory its developments and its epistemological and ontological assumptions in the light of contemporary philosophy of science A literature review and historical outline of organizational ecology including the theoretical achievements is provided Also the comparison with the other main organizational theories justifying the theory selection is offered

The Oxford Handbook of Inter-organizational Relations Steve Cropper, 2008 Inter organizational relations IOR the study of Strategic Alliances Joint Ventures Partnerships Networks and other forms of relationship between organizations is a field of study that has burgeoned over the last four decades but is fragmented drawing contributions from a wide variety of disciplines theoretical bases and sectoral interests The Oxford Handbook of Inter Organizational Relations provides a structured overview of the field With contributions from leading international experts on their particular areas of expertise it is an authoritative introduction to its research findings The material is organized in three main sections The first relates to research that focuses on particular manifestations of IORs such as industry supply policy and project networks public and voluntary sector partnerships strategic alliances and so on The second section relates to research that stems from distinct disciplinary or theoretical bases including institutional theory social networks evolutionary theory transaction cost economics management process psychology critical theory political theory economic geography and the legal perspective The third section focuses on key topics in contemporary IOR topics or those that will become so in the future These include trust power development interventions social capital learning and knowledge dynamics and change and evaluation

Knowledge Production in Organizations Kaj U. Koskinen, 2013-05-24 The systemic view provides a basic approach through which people may advance their understanding of knowledge production in organizations One of the most important contributions to this systemic view is the theory of social autopoiesis which emphasizes that knowledge production of organizations can only be understood through the view of a social autopoietic system Recent developments in the field of organization research have started to view organization as a process rather than as entity The author combines in this book these two approaches autopoietic systemic view and process thinking in a way

that organizations are seen as processual autopoietic systems

Studying Organization Stewart R Clegg, Cynthia Hardy, 1999-04-29 In response to the needs of lecturers the acclaimed Handbook of Organization Studies has been made available as two major paperback textbooks In this the first of a two volume paperback edition of the landmark Handbook of Organization Studies editors Stewart Clegg and Cynthia Hardy survey the field of organization studies Studying Organization is an ideal textbook around which to build courses on organization theory and research methodology Central to the enterprise has been a concern to reflect and honour the manifest diversity of the field including recognition of the extent to which the very notion of a single field of organization studies is debated Part One locates the study of organization by reviewing some of the most significant theoretical paradigms to have shaped our understanding The second part reflects on the relationships between theory and research in organization studies

Evolutionary Psychology and Information Systems Research Ned Kock, 2010-07-28 This book is a compilation of chapters written by leading researchers from all over the world Those researchers common characteristic is that they have investigated issues at the intersection of the elds of information systems IS and evoluti ary psychology EP The main goal of this book is to serve as a reference for IS research building on EP concepts and theories in short IS EP research The book is organized in three main parts Part I focuses on EP concepts and theories that can be used as a basis for IS EP research Part II provides several exemplars of IS EP research in practice and Part III summarizes emerging issues and debate that can inform IS EP research including debate regarding philosophical foundations and credibility of related ndings IS EP research is generally concerned with the use of concepts and theories from EP in the study of IS particularly regarding the impact of modern information and communication technologies on the behavior of individuals groups and organi tions From a practitioners perspective the most immediate consumers of IS EP research are those who develop and use IS of which a large contingent are in bu nesses that employ IS to support marketing order taking production and delivery of goods and services In this context IS EP ndings may be particularly useful due to the present need to design web based interfaces that will be used by in viduals from different cultures and often different countries and whose common denominator is their human nature

The Oxford Handbook of Organizational Change and Innovation Marshall Scott Poole, Andrew H. Van de Ven, 2021 Why and what organizations change is generally well known how organizations change is therefore the central focus of this Handbook Leading scholars focus on processes of change and the factors that influence these processes with the organization as the central unit of analysis

Organizational Change Theories Christiane Demers, 2007-07-26 Classifies presents and discusses the contributions and the limits of the theories of organizational change using an historical perspective as its organizing scheme This book focuses on process theories of organizational change It discusses different theoretical perspectives and resulting implications

Handbook of Organizational Routines Markus C. Becker, 2008 The idea of routines has been one of the most productive in organization studies Finally we have a broad deep and authoritative survey of the exciting research it has

inspired Paul S Adler University of Southern California US This cutting edge multidisciplinary Handbook comprises specially commissioned contributions surveying state of the art research on the concept of organizational routines An authoritative overview of the concept of organizational routines and its contributions to our understanding of organizations is presented To identify those contributions the role of organizational routines in such processes as organizational learning performance feedback and organizational memory is discussed To identify how the concept can contribute to different disciplinary fields the expert authors review applications across a range of fields including political science sociology and accounting Two chapters on research methods provide expert advice on the endeavour of experimental studies and empirical field studies of organizational routines Overall this Handbook contains articles that identify the role of organizational routines in processes underlying the stability and change of organizations show how the concept has been applied in different disciplinary fields and discuss methods for carrying out empirical research using the organizational routines concept Because of the importance issues such as the stability and change of organizations have in organization theory and strategy this Handbook will appeal to scholars and students in business and management in particular in organization theory organization behaviour and strategic management Stanford's Organization Theory Renaissance, 1970-2000 Frank Dobbin, Claudia Bird

Schoonhoven, 2010-04-09 Between 1970 and 2000 Stanford University enabled and supported an interdisciplinary community of organizations training research and theory building This title summarizes the contributions of the main paradigms that emerged at Stanford in those three decades and describes the sociological conditions under which this environment came about Agent-Based Simulation of Organizational Behavior Davide Secchi, Martin Neumann, 2015-08-25 The aim of this

book is to demonstrate how Agent Based Modelling ABM can be used to enhance the study of social agency organizational behavior and organizational management It derives from a workshop sponsored by the Society for the Study of Artificial Intelligence and the Simulation of Behavior AISB held at Bournemouth University Business School in 2014 on Modelling Organizational Behavior and Social Agency The contents of this book are divided into four themes Perspectives Modeling Organizational Behavior Philosophical and Methodological Perspective and Modeling Organized Crime and Macro Organizational Phenomena ABM is a particular and advanced type of computer simulation where the focus of modeling shifts to the agent rather than to the system This allows for complex and more realistic representations of reality facilitating an innovative socio cognitive perspective on organizational studies The editors and contributing authors claim that the use of ABM may dramatically expand our understanding of human behavior in organizations This is made possible because of a the computational power made available by technological advancements b the relative ease of the programming c the ability to borrow simulation practices from other disciplines and d the ability to demonstrate how the ABM approach clearly enables a socio cognitive perspective on organizational complexity Showcasing contributions from academics and researchers of various backgrounds and discipline this volumes provides a global interdisciplinary perspective

Whispering the Secrets of Language: An Psychological Quest through **Evolutionary Dynamics Of Organizations**

In a digitally-driven earth wherever monitors reign supreme and quick interaction drowns out the subtleties of language, the profound secrets and psychological subtleties hidden within words usually go unheard. Yet, located within the pages of **Evolutionary Dynamics Of Organizations** a captivating literary prize sporting with raw emotions, lies an exceptional journey waiting to be undertaken. Penned by a skilled wordsmith, that enchanting opus encourages viewers on an introspective trip, gently unraveling the veiled truths and profound affect resonating within the very material of each word. Within the emotional depths of the moving evaluation, we can embark upon a genuine exploration of the book is core subjects, dissect their interesting publishing design, and yield to the powerful resonance it evokes deep within the recesses of readers hearts.

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