

# ORGANIZATIONAL COMMUNICATION

A Critical Approach

Dennis K. Mumby



# Organizational Communication A Critical Approach

**Thomas Kent**



## **Organizational Communication A Critical Approach:**

**Organizational Communication** Dennis K. Mumby, 2012-08-02 *Organizational Communication A Critical Perspective* introduces students to the field of organizational communication historically conceptually and pragmatically from a perspective grounded in critical theory and research. Author Dennis K. Mumby explores how the history of organizational communication theory and research is one that embodies and attempts to resolve the fundamental tensions and contradictions between the individual and the organization. By taking a critical perspective to the history, theories, and research of organizational communication, this text seeks to address the following: how do we provide ourselves with the analytic and practical tools that will enable us to be more informed and critical consumers of and participants in organizational processes? Put more broadly, how do we learn to be better informed citizens who can participate effectively in and be advocates of organizational democracy? This textbook squarely addresses this problem. In keeping with this theme, this text goes at great pains to explore the link between theory and practice. Mumby shows how management theory and research is of vital importance to our understanding of daily struggles for control over work and organizing processes. The critical perspective throughout helps students understand how over the course of the last 100 years, corporations have sought more and more sophisticated methods of constructing our identities in ways that are commensurate with organizational world views and goals. Features unique to this text include the combination of the following issues: A thematic critical perspective on organizational communication with analysis of traditional and contemporary approaches to organizational communication; Integrated discussion of ethics and technology; A full chapter on gender and organizational communication; A full chapter devoted to issues of organizational democracy.

*Organizational Communication* Dennis K. Mumby, Timothy R. Kuhn, 2024-12-18 *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 challenge 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 and Kuhn skillfully explore 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.

**Organizational Communication** Dennis K. Mumby, Timothy R. Kuhn, 2018-12-18 While traditional in its coverage of the major research traditions that have developed over the past 100 years, *Organizational Communication* is the first textbook in the field that is written from a critical

perspective while providing a comprehensive survey of theory and research in organizational communication Extensively updated and incorporating relevant current events the Second Edition familiarizes students with the field of organizational communication historically conceptually and practically and challenges them to critically reflect on their common sense understandings of work and organizations preparing them for participation in 21st century organizational settings Linking theory with practice Dennis K Mumby and new co author Timothy R Kuhn skillfully explore the significant role played by organizations and corporations in constructing our identities Organizational Communication Michael J. Papa, Tom D. Daniels, Barry K. Spiker, 2008 Communication in organizations has changed drastically since the release of the first edition of this bestselling textbook This fully revised and updated edition delves into state of the art studies providing fresh insights into the challenges that organizations face today Yet this foundational resource remains a cornerstone in the examination of classic research and theory in organization communication **Public Administration and Organization Theory** Tulasi Acharya, Kay Traille, 2025-03-13 The book surveys crucial theories and practices and academic research in the field of public administration and Organizational theory It outlines ground breaking findings and arising from quality research works from the past to the present especially focused on articles that are both timely and contextual Each chapter opens with a theme explains its relevance within the context and presents a critical annotated bibliography of the articles under the theme and provides a thematic conclusion of the chapter This book will be a valuable resource for teachers researchers and students in the field of public administration Organizational Behaviour in a Global Context Albert J. Mills, Jean C. Helm Mills, John Bratton, Carolyn Forshaw, 2006-01-01 At last there is a lucid well written OB book which covers key issues required in OB teaching but which has a mind of its own Students and faculty will recognize this is more than standard fare Bill Cooke Manchester Business School Rhetorical and Critical Approaches to Public Relations II Dr Robert L Heath, Elizabeth L Toth, 2013-11-05 This volume is the first to illustrate the application of rhetorical theory and critical perspectives to explain public relations practices It provides a systematic and coherent statement of the critical guidelines and philosophical underpinnings of public relations and as such should guide pedagogy and practice It also supplies pedagogic and critical standards with which to meet the needs of an increasingly sophisticated society that tends to reject all of public relations as propaganda With the enormous amount of money spent on product publicity and public policy debates this book gives practitioners a sense of whether their public relations campaigns make a contribution to the organizational bottom line by means of achieving the timeless standards of the art of rhetoric *Educational Leadership and Organizational Management* Victor C.X. Wang, Bernice Bain, John Hope, Catherine A. Hansman, 2016-10-01 This book is intended for students leaders and managers who wish to explore the personal relevance and conceptual bases of educational leadership and organizational management and to develop their expertise in this field It is a book written for both scholars and practitioners The general public will also appreciate the accessible language in the book There are two goals in the experiential learning process One is

to learn the specifics of a particular subject matter in this case educational leadership and organizational management The other is to learn about one's own strengths and weaknesses as a learner This book is focused on the analysis of prevalent theories and concepts and their application to the development of leadership and management skills and the knowledge and attitudes required to solve real world problems in the workplace For decades students have focused their studies of educational leadership and organizational management theories in classroom settings without actual opportunities to apply these theories in the workplace A profound and significant lesson learned in history is that we must follow the principle of integrating theory with practice unity of theory with practice Then we can follow the policy of walking on two legs an analogy made by the late Chinese chairman Mao Ze Dong

**The New Handbook of Organizational Communication** Fredric M. Jablin, Linda L. Putnam, 2001 Praise for the First Edition I recommend this book to anyone who is seriously interested in organizational communication It is a unique and outstanding work Researchers in the area will find this work extremely pertinent to their activities Journal of Applied Systems Analysis The Handbook of Organizational Communication like the original is a landmark in the field of organizational communication The handbook provides a more up to date analysis of the latest advances in this exciting field It assists in establishing a clear identity of this discipline that has grown tremendously over the latter part of the century The contributors pioneers in the field provide a more multidisciplinary perspective drawing equally from the fields of organizational behaviour management studies and communication An essential resource for researchers teachers professionals and advanced students in organizational communication management organizational behaviour and organizational studies this handbook provides An historical overview of organizational communication as a discipline More than half the chapters explore topics not included in the original handbook Part 1 examines methodological issues as well as theoretical ones including quantitative and qualitative research methods and language discourse analysis Each chapter not only reviews and updates research in its respective area but also included discussions of research and theory from around the world

**The Concise Encyclopedia of Communication** Wolfgang Donsbach, 2015-02-03 This concise volume presents key concepts and entries from the twelve volume ICA International Encyclopedia of Communication 2008 condensing leading scholarship into a practical and valuable single volume Based on the definitive twelve volume IEC this new concise edition presents key concepts and the most relevant headwords of communication science in an A Z format in an up to date manner Jointly published with the International Communication Association ICA the leading academic association of the discipline in the world Represents the best and most up to date international research in this dynamic and interdisciplinary field Contributions come from hundreds of authors who represent excellence in their respective fields An affordable volume available in print or online

**Queer, Women of Color, and Critical Approaches to Feminist Mentorship and Pedagogy** Leandra H. Hernández, Stevie M. Munz, Jessica A. Pauly, 2025-09-09 Feminist mentorship remains in short supply within communication studies and feminist and gender studies A diverse group of contributors from

the undergraduate level to senior scholars use Black feminist Chicana feminist and queer lenses to explore feminist mentorship examples in both pedagogical and relationship building contexts The first section draws upon the contributors unique and situated experiences of mentorship in academia Essays explore their past and current experiences with feminist mentorship in relationships that take many forms faculty members with fellow faculty members faculty members with undergraduate and graduate students and faculty members who feel as if they have become family with their mentors and mentees In the second section the contributors deeply interrogate the practices of feminist mentoring by problematizing practices and offering new ways places and formats that make space and consider new possibilities A conclusion reflects on the future of feminist mentorship amidst contemporary debates and concerns in higher education Enriching and hopeful *Queer Women of Color and Critical Approaches to Feminist Mentorship and Pedagogy* is a much needed challenge to traditional forms of mentorship

**The SAGE Encyclopedia of Quality and the Service Economy** Su Mi Dahlgaard-Park, 2015-05-29 Society globally has entered into what might be called the service economy Services now constitute the largest share of GDP in most countries and provide the major source of employment in both developed and developing countries Services permeate all aspects of peoples lives and are becoming inseparable from most aspects of economic activity Quality management has been a dominating managerial practice since World War II With quality management initially associated with manufacturing industries one might assume the relevance of quality management might decrease with the emergence of the service economy To the contrary the emergence of the service economy strengthened the importance of quality issues which no longer are associated only with manufacturing industries but are increasingly applied in all service sectors as well Today we talk not only about product or service quality but have even expanded the framework of quality to quality of life and quality of environment Thus quality and services have emerged in parallel as closely interrelated fields The *Encyclopedia of Quality and the Service Economy* explores such relevant questions as What are the characteristics nature and definitions of quality and services How do we define quality of products quality of services or quality of life How are services distinguished from goods How do we measure various aspects of quality and services How can products and service quality be managed most effectively and efficiently What is the role of customers in creation of values These questions and more are explored within the pages of this two volume A to Z reference work

**Post-process Theory** Thomas Kent, 1999 Breaking with the still dominant process tradition in composition studies post process theory or at least the different incarnations of post process theory discussed by the contributors represented in this collection of original essays endorses the fundamental idea that no codifiable or generalizable writing process exists or could exist Post process theorists hold that the practice of writing cannot be captured by a generalized process or a big theory Most post process theorists hold three assumptions about the act of writing writing is public writing is interpretive and writing is situated The first assumption is the commonsensical claim that writing constitutes a public interchange By interpretive act post process

theorists generally mean something as broad as making sense of and not exclusively the ability to move from one code to another To interpret means more than merely to paraphrase it means to enter into a relationship of understanding with other language users And finally because writing is a public act that requires interpretive interaction with others writers always write from some position or some place Writers are never nowhere they are situated Leading theorists and widely published scholars in the field contributors are Nancy Blyler John Clifford Barbara Couture Nancy C DeJoy Sidney I Dobrin Elizabeth Ervin Helen Ewald David Foster Debra Journet Thomas Kent Gary A Olson Joseph Petraglia George Pullman David Russell and John Schilb **Origins, Traditions, and Trends of Organizational Communication** Anne M. Nicotera, 2025-09-30

The second edition of *Origins Traditions and Trends of Organizational Communication* provides an updated overview of organizational communication assessing the field to date and demonstrating a communicational approach to the study of organization Tracing the field s history and development to the present this edition is framed by the recent anti racist decolonial turn in the field offering a set of conceptual structures and vocabularies to facilitate appreciation of the field s literature grounded in an understanding of its biases It again provides students with background knowledge of foundational management theories in order to understand their influence on our thinking and our organizational world Literature reviews on focused topics written by experts link organizational communication theory and research to practice This edition is an ideal text for graduate courses in organizational communication and communication history Online support materials for instructors include an instructor s manual with key discussion questions and suggested activities Access the support materials at [www.routledge.com/9781032775388](http://www.routledge.com/9781032775388) *Introducing Communication Research* Donald Treadwell, 2014

Highlighting examples of research in real world settings throughout this textbook provides an overview of the research process covering both quantitative and qualitative methods statistics ethics measurement and more A concluding chapter shows students how to write up and present their research to various audiences **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

**Work and Organizational Behaviour** John Bratton, 2020-11-18 Critical and accessible the new edition of this bestselling textbook offers valuable insight into contemporary management practices and encourages readers to reflect on the realities of the workplace Work and Organizational Behaviour takes a unique and well rounded approach exploring key theories and topics through the lenses of sociology psychology ethics and sustainability Firmly embedded in the latest research and the wider geopolitical environment this new edition places OB in the context of climate change the rise of unstable working conditions and the impact of new technologies A strong suite of pedagogy supports student learning demonstrating key theories in action and preparing readers for the real world of work Cases and features illustrate contemporary organizational practices and their impact across the world in a range of industries With streamlined content an improved structure and an enhanced focus on leadership Work and Organizational Behaviour is an essential companion for OB modules at undergraduate postgraduate and MBA levels New to this Edition New chapters on Work and the gig economy and Human resource management New decision making scenarios helping readers to develop practical leadership skills 200 new references to recent academic literature Inclusion of important contemporary topics including Covid 19 and the gig economy Coverage of new technologies including the impact of AI robots remote working and big data Increased coverage of corporate social responsibility and ethics New end of chapter cases Reality of Work features and Globalization and Organization Behaviour features Accompanying online resources for this title can be found at [bloomsburyonlineresources.com/work-and-organizational-behaviour/4e](https://www.bloomsburyonlineresources.com/work-and-organizational-behaviour/4e) These resources are designed to support teaching and learning when using this textbook and are available at no extra cost

**Organizational Rhetoric** Mary F. Hoffman, Debra J. Ford, 2010

Organizational Rhetoric introduces students to a rhetorical approach to understanding analyzing and creating organizational messages for both internal employees and external customers This textbook provides students a theoretically grounded understanding of the basic building blocks of organizational rhetoric the types of rhetorical situations faced by organizational communicators and the specific strategies used to address six common organizational rhetorical situations such as image management Students will gain an understanding of the power of organizations in contemporary society and be able to think critically about organizational messages The text is organized in two units In the first unit authors Mary Hoffman and Debra Ford introduce the rationale for a rhetorical approach to organizational messages and introduce the basic rhetorical building blocks and principles behind the rhetorical situation and the analysis of strategies In the second unit the authors cover six specific rhetorical situations commonly faced by organizations image and identity management issue management impression management risk management crisis management and organizational apologia and internal message management Each chapter is structured similarly in conjunction with the ideas developed in unit one and each ends with a



case study that exemplifies the content presented in that chapter Features and Benefits The first unit in the text will introduce the details of analyzing situations and identifying strategies The second unit will examine six specific recurring rhetorical situations for organizations Organizational schema centered on situations and strategies Use of real life case studies Focus on careers in organizational rhetoric Focus on thinking critically about organizations in society

**Proceedings of the 6th Open Society Conference (OSC 2024)** Indra Pratama Putra Salmon,Ardik

Ardianto,Yonarisman Muhammad Akbar,Habiburrahman Habiburrahman,2024-12-24 This is an open access book The Open Society Conference is the annual conference hosted by the Faculty of Law Social and Political Sciences Universitas Terbuka Indonesia The conference has been held 5 times starting from a national conference and escalating into an international conference This is a place for us academicians to disseminate our research We also invited speakers either academicians or professionals for sharing and exchange knowledge You may visit our past conference through UT TV Channel at [universitasterbukatv](#) follow for more updates about Universitas Terbuka The conference theme of OSC 2024 Facing Resilient Future Through Sustainability and Innovation Multidisciplinary Perspectives *The SAGE Handbook of Organizational Communication* Linda L. Putnam,Dennis K. Mumby,2013-11-04 Organizational communication as a field of study has grown tremendously over the past thirty years This growth is characterized by the development and application of communication perspectives to research on complex organizations in rapidly changing environments Completely re conceptualized The SAGE Handbook of Organizational Communication Third Edition is a landmark volume that weaves together the various threads of this interdisciplinary area of scholarship This edition captures both the changing nature of the field with its explosion of theoretical perspectives and research agendas and the transformations that have occurred in organizational life with the emergence of new forms of work globalization processes and changing organizational forms Exploring organizations as complex and dynamic the Handbook brings a communication lens to bear on multiple organizing processes

## Whispering the Strategies of Language: An Psychological Journey through **Organizational Communication A Critical Approach**

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