

CAMBRIDGE COMPANIONS TO MANAGEMENT

ORGANIZATIONAL CONTROL

Edited by Sim B. Sitkin, Laura B. Cardinal
and Katinka M. Bijlsma-Frankema



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Organizational Control Cambridge Companions To Management

Jochen Reb, Paul W. B. Atkins



Organizational Control Cambridge Companions To Management:

Organizational Control Sim B. Sitkin, Laura B. Cardinal, Katinka Bijlsma-Frankema, 2010 Organization scholars have long acknowledged that control processes are integral to the way in which organizations function While control theory research spans many decades and draws on several rich traditions theoretical limitations have kept it from generating consistent and interpretable empirical findings and from reaching consensus concerning the nature of key relationships This book reveals how we can overcome such problems by synthesising diverse yet complementary streams of control research into a theoretical framework and empirical tests that more fully describe how types of control mechanisms e g the use of rules norms direct supervision or monitoring aimed at particular control targets e g input behavior output are applied within particular types of control systems i e market clan bureaucracy integrative Written by a team of distinguished scholars this book not only sheds light on the long neglected phenomenon of organizational control it also provides important directions for future research

Trust, Control, and the Economics of Governance Philipp Herold, 2019-06-05 In today s world we cooperate across legal and cultural systems in order to create value However this increases volatility uncertainty complexity and ambiguity as challenges for societies politics and business This has made governance a scarce resource It thus is inevitable that we understand the means of governance available to us and are able to economize on them Trends like the increasing role of product labels and a certification industry as well as political movements towards nationalism and conservatism may be seen as reaction to disappointments from excessive cooperation To avoid failures of cooperation governance is important control through e g contracts is limited and in governance economics trust is widely advertised without much guidance on its preconditions or limits This book draws on the rich insight from research on trust and control and accommodates the key results for governance considerations in an institutional economics framework It provides a view on the limits of cooperation from the required degree of governance which can be achieved through extrinsic motivation or building on intrinsic motivation Trust Control Economics thus inform a more realistic expectation about the net value added from cooperation by providing a balanced view including the cost of governance It then becomes clear how complex cooperation is about governance accretion where limited trustworthiness is substituted by control and these control instances need to be governed in turn Trust Control and the Economics of Governance is a highly necessary development of institutional economics to reflect progress made in trust research and is a relevant addition for practitioners to better understand the role of trust in the governance of contemporary cooperation structures It will be of interest to researchers academics and students in the fields of economics and business management institutional economics and business ethics Note that this work is the first of its kind that explicitly reflects on the societal realities how these drive the assumption setting process and how these assumptions influence the theory outcome

Different Paths to Curbing Corruption Jon S. T. Quah, 2013-11-18 The purpose of this book is to explain why a number of countries have succeeded in combating

corruption and to identify the lessons which other countries can learn from these five countries successful experiences in curbing corruption

Mindsense Michael J. Provitera, 2025-09-05 People that lead their life the fullest share a common secret They find and develop their strengths to become their best self MINDSENSE A Strengths Based Approach to Becoming Your Best Self is not your typical self help book Its thirteen chapters provides practical applications of spotting and developing your strengths Unlocking your potential and preparing you for a journey of enlightenment Dr Mike shares his unique knowledge of positive psychology to help you reprogram your mind to live your life inside out as opposed to outside in At its core the book focuses on the concept of self awareness and knowing thyself Each chapter includes real life stories and vignettes that are essential for true enlightenment MINDSENSE emphasizes the principle of forgetting things that happened to you in the past and focusing on where you are right now without worrying about the future The art of letting go helps you to detach from the crutches that hold you back This is not a one time destination but a continuous engaging process that people that are enlightened commit to This understanding is crucial to personal wellbeing and an enlightened life and MINDSENSE will guide you in staying engaged and committed to the process of enlightenment MINDSENSE A Strengths Based Approach to Becoming Your Best Self promises To help you stop overthinking To help you stop comparing yourself to others because you are more than enough To build superior focus on acting like you re a millionaire Begin your path to greatness today because the best investment you can make is in improving yourself first before attempting to improve others Your enlightenment journey starts now

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

The Routledge Companion to Management and Organizational History Patricia Genoe McLaren, Albert J. Mills, Terrance G. Weatherbee, 2015-05-15 The field of management and organizational history has reached a level of maturity that means an overview is long overdue Written by a team of globally renowned scholars this comprehensive companion analyses management and organizational history reflecting on the most influential periods and highlighting gaps for future research From the impact of the Cold War to Global Warming it examines the field from a wide array of perspectives from humanities to the social sciences Covering the entire spectrum of the field this volume provides an essential resource for researchers of business and management

Mindfulness in Organizations Jochen Reb, Paul W. B. Atkins, 2015-06-30 Mindfulness techniques having long played an

important role in contemplative traditions around the world are now recognized as having the potential to transform workplaces As interest in the role of mindfulness in organizational settings continues to increase this timely book fills a gap in the literature by providing an overview of the latest theoretical and empirical research on workplace mindfulness It brings together world leading scholars to explore the foundations key discussions diversity of approaches and applications of mindfulness in organizations It acts as a catalyst for future research on the topic by suggesting research directions and stimulating organizational researchers to embark on new projects involving mindfulness Furthermore it provides valuable ideas for implementing mindfulness programs in organizations for teaching mindfulness in business contexts and for coaching with mindfulness This must read book will appeal to researchers and professionals in the fields of organizational behavior organizational psychology and employee well being

The Routledge Companion to Trust Rosalind H. Searle, Ann-Marie I. Nienaber, Sim B. Sitkin, 2018-03-13 In recent years trust has enjoyed increasing interest from a wide range of parties including organizations policymakers and the media Perennially linked to turbulence and scandals the damaging and rebuilding of trust is a contemporary concern affecting all areas of society Comprising six thematic sections The Routledge Companion to Trust provides a comprehensive survey of trust research With contributions from international experts this volume examines the major topics and emerging areas within the field including essays on the foundations levels and theories of trust It also examines trust repair and explores trust in settings such as healthcare finance food supply chains and the internet The Routledge Companion to Trust is an extensive reference work which will be a vital resource to researchers and practitioners across the fields of management and organizational studies behavioural economics psychology cultural anthropology political science and sociology

Designing Adaptive Organizations Charles C. Snow, Øystein D. Fjeldstad, 2023-11-23 A cutting edge account of the theory and practice of modern organizational design by the leading voices in the field

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Presenteeism at Work Cary L. Cooper, Luo Lu, 2018-08-23 Explains how employees who come to work sick can disrupt team dynamism damage productivity and cost organizations more than absenteeism

Organizational Control Sim B. Sitkin, Laura B. Cardinal, Katinka M. Bijlsma-Frankema, 2010-09-16 Organization scholars have long acknowledged that control processes are integral to the way in which organizations function While control theory research spans many decades and draws on several rich traditions theoretical limitations have kept it from generating consistent and interpretable empirical findings and from reaching consensus concerning the nature of key relationships This book reveals how we can overcome such problems by synthesising diverse yet complementary streams of control research into a theoretical framework and empirical tests that more fully describe how types of control mechanisms e g the use of rules norms direct supervision or monitoring aimed at particular control targets e g input behavior output are applied within particular types of control systems i e market clan bureaucracy

integrative Written by a team of distinguished scholars this book not only sheds light on the long neglected phenomenon of organizational control it also provides important directions for future research **The Routledge Companion to Business History** John Wilson, Steven Toms, Abe de Jong, Emily Buchnea, 2016-12-01 The Routledge Companion to Business History is a definitive work of reference and authoritative international source on business history Compiled by leading scholars in the field it offers both researchers and students an introduction and overview of current scholarship in this expanding discipline Drawing on a wealth of international contributions this volume expands the field and explores how business history interacts theoretically and methodologically with other fields It charts the origins and development of business history and its global reach from Latin America and Africa to North America and Europe With this multi perspective approach it illustrates the unique contribution of business history and its relationship with a range of other disciplines from finance and banking to gender issues in corporations The Routledge Companion to Business History is a vital source of reference for students and researchers in the fields of business history corporate governance and business ethics This collection is an excellent starting point for understanding the field and finding areas where business history management theory and social science can intersect Canadian Business History Newsletter January 2019 **Downsizing** Cary L. Cooper, Alankrita Pandey, James Campbell Quick, 2012-04-19 Downsizing is one of the most frequently used business strategies for reducing costs returning firms to profit or for restructuring businesses following takeovers mergers and acquisitions Downsizing measures are also set to become much more prevalent in the public sector as governments seek to restrict levels of public spending This book is one of the first to provide a thorough study of downsizing from a global perspective It examines the phenomenon in its entirety exploring how it is initiated and what the process of downsizing looks like It also looks at the effects of downsizing at a number of different levels from the individual e g motivational effects effects on health and stress levels to the organizational e g financial outcomes reputational and productivity outcomes Written by an international team of experts the book provides a comprehensive overview of downsizing that examines both the strategic and human implications of this process **The Routledge Companion to Qualitative Research in Organization Studies** Raza Mir, Sanjay Jain, 2017-08-29 This comprehensive book collects contributions from leading international scholars to highlight the diverse qualitative approaches available to organizational researchers each grounded in its own philosophy The editors provide a cutting edge globally oriented resource on the state of qualitative research methodologies helping readers to grasp the theories practices and future of the field Beginning with an overview of qualitative methodologies the book examines ways in which research employing these techniques is conducted in a variety of disciplines including entrepreneurship innovation strategy information systems and organizational behavior It offers timely updates on how traditions like case studies ethnographies historical methods narrative approaches and critical research are practiced today and how emerging trends including increasing legitimacy and feminization are impacting the domain The final chapters provide templates for engaging

with the future as well as essays that critically assess how qualitative inquiry has evolved within organization studies Readers will become acquainted with contemporary tools for conducting qualitative studies learning to appreciate the emerging domains of qualitative inquiry within a dynamic and complex organizational world Doctoral students and early career researchers in organizational studies especially those engaged with general management organizational behavior human resource management innovation entrepreneurship and strategy will benefit from reading this relevant and inclusive handbook

The Routledge Companion to the Professions and Professionalism Mike Dent,Ivy Lynn Bourgeault,Jean-Louis Denis,2016-07-01 The Routledge Companion to the Professions and Professionalism is a state of the art reference work which maps out the current developments and debates around the sociology of the professions and how they relate to management and organizations Supported by an international contributor team specializing in the disciplines of organizational studies and sociology the collection provides extensive coverage of this field of research It brings together the core concepts and issues and has chapters on all the key aspects of professions in both the public and private sectors including issues of governance and regulation The volume closes with a set of international case studies which provide valuable practical insights into the subject This Companion will be an indispensable reference source for students scholars and educators within the social sciences especially within management organizational studies and sociology It will also be highly relevant for those working and studying in the area of professional education

The Routledge Companion to Organizational Change David Boje,Bernard Burnes,John Hassard,2012-10-02 Organizations change They grow they adapt they evolve The effects of organizational change are important varied and complex and analyzing and understanding them is vital for students academics and researchers in all business schools The Routledge Companion to Organizational Change offers a comprehensive and authoritative overview of the field The volume brings together the very best contributors not only from the field of organizational change but also from adjacent fields such as strategy and leadership These contributors offer fresh and challenging insights to the mainstream themes of this discipline Surveying the state of the discipline and introducing new cutting edge themes this book is a valuable reference source for students and academics in this area

The Routledge Companion to Anthropology and Business Raza Mir,Anne-Laure Fayard,2020-06-11 Interest in anthropology and ethnography has been an ongoing feature of organizational research and pedagogy this book provides a key reference text that pulls together the different ways in which anthropology infuses the study of organizations both epistemologically and methodologically The volume hosts key scholars and experts within the fields of Organizational Anthropology Organizational Ethnography Organizational Studies and Qualitative Research The book provides a combination of methodological guidelines exemplars and epistemological reflection It includes methodological viewpoints ethnographic journeys within organizations as well as beyond organizations and individual reflections on challenges faced by organizational ethnographers This book is aimed at PhD master and advanced undergraduate students and researchers

across disciplines especially those who are engaged with general management organizational behaviour strategy and anthropological ethnographic issues *The Shame of Reason in Organizational Change* Naud van der Ven, 2011-06-03

Rational thought according to Levinas has the merit of making the world lucid and controllable But at the same time it strips things and people of their identity and incorporates them in a homogenized rational order Illusory but nonetheless oppressive Rationality's totalitarian character can provoke resistance and grief with people who are enlisted by it This can lead to a shameful confrontation in which the thinker is being confronted with his victim's resistance and sees himself and his thinking made questionable By proceeding along this route thinking can be brought to self criticism and to revision of standpoints This description by Levinas of rational thinking shows similarity to what managers do in organizations They make their business controllable but at the same time with their planning and schemes they create a totalitarian straitjacket This similarity suggests that also the reactions to imperialistic rationality from Levinas's description ought to be found in organizations Is it indeed possible to indicate there the kind of resistance and grief Levinas speaks about Does that give rise to confrontations between managers and their co workers who are supposed to subordinate to their schemes Do managers then feel shame And do those shameful confrontations consequently lead to self reflection and change Desk research suggests that the above elements are partly to be found in the literature of management theory Interviews with managers show that Levinas's line of thought can also be found in its completeness within organizations At the same time it becomes clear that becoming conscious of the elements of that line of thought that rationality is all conquering that it provokes resistance that that can lead to shame as well as to a new beginning this is a difficult path to travel The related experiences are easily forgotten and sometimes difficult to excavate Translation of Levinas's thinking into terms of management and organization can help us spot them where they play their role in organizations *The Routledge Companion to Visual Organization* Emma Bell, Samantha Warren, Jonathan E. Schroeder, 2014-01-23 The visual constitutes an increasingly significant element of contemporary organization as post industrial societies move towards economies founded on creative and knowledge intensive industries The visual has thereby entered into almost every aspect of corporate strategy operations and communication reconfiguring basic notions of management practice and introducing new challenges in the study of organizations This volume provides a comprehensive insight into the ways in which organizations and their members visualize their identities and practices and how they are viewed by those who are external to organizations including researchers With contributions from leading academics across the world *The Routledge Companion to Visual Organization* is a valuable reference source for students and academics interested in disciplines such as film studies entrepreneurship marketing sociology and most importantly organizational behaviour

Organizational Control Cambridge Companions To Management Book Review: Unveiling the Power of Words

In some sort of driven by information and connectivity, the energy of words has be much more evident than ever. They have the capacity to inspire, provoke, and ignite change. Such may be the essence of the book **Organizational Control Cambridge Companions To Management**, a literary masterpiece that delves deep in to the significance of words and their effect on our lives. Compiled by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we will explore the book is key themes, examine its writing style, and analyze its overall affect readers.

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