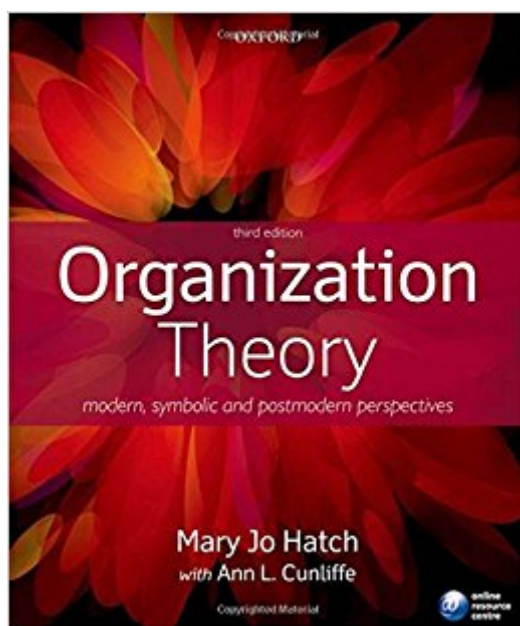


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# Organization Theory: Modern, Symbolic, And Postmodern Perspectives



## Synopsis

Organization Theory, Third Edition, offers a clear and comprehensive introduction to the study of organizations and organizing processes. It encourages an even-handed appreciation of the different perspectives contributing to our knowledge of organizations and challenges readers to broaden their intellectual reach. Organization Theory is presented in three parts: Part I introduces the reader to theorizing using the multi-perspective approach. Part II presents different core concepts useful for analyzing and understanding organizations--as entities within an environment, as social structures, technologies, cultures and physical structures, and as the products of power and political processes. Part III explores applications of organization theory to the practical matters of organizational design and change, and introduces the latest ideas, including organizational identity theory, process and practice theories, and aesthetics. The accompanying Companion Website ([www.oup.com/uk/orc/bin/9780199640379](http://www.oup.com/uk/orc/bin/9780199640379)) includes multiple-choice questions for students, and a lecturer's guide, PowerPoint lecture slides, and figures and tables from the book for instructors.

## Book Information

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## Customer Reviews

"This textbook gets better with each edition. It's an excellent introduction and guide to organization theory." --Stewart Clegg, University of Technology, Sydney  
"I really like this book! Written in the first person and using a variety of interesting perspectives, Mary Jo Hatch inspires a rich repertoire of ways to expand our understanding of organizations." --Andy Van de Ven, University of Minnesota  
"A very engaging and lucid treatment of organization theory that is equally accessible to the thoughtful

manager and the seasoned scholar." --David Whetten, Brigham Young University

Mary Jo Hatch (PhD Stanford, 1985) is the C. Coleman McGehee Eminent Scholars Research Professor of Banking and Commerce, Emerita, at the McIntire School of Commerce, University of Virginia. She is also an Adjunct Professor at Copenhagen Business School, Visiting Professor Gothenburg University, and an International Research Fellow of the Centre for Corporate Reputation, Oxford University. Her research has been published in Harvard Business Review, California Management Review, Academy of Management Review, European Journal of Marketing, Human Relations, Journal of Management Inquiry, Strategic Organization, Administrative Science Quarterly, and Organization. She co-authored *The Three Faces of Leadership* (Blackwell) with M. Kostera and A. Kozminski. She received the 2011 Distinguished Educator Award from the Academy of Management's Organization and Management Theory (OMT) Division. Ann L. Cunliffe is currently Professor of Organization Studies at the University of Leeds in the UK. She has held positions at the University of New Mexico, California State University and the University of New Hampshire. She obtained her Master of Philosophy degree and Ph.D. from Lancaster University Management School. Recent publications in the field of leadership, sensemaking, reflexivity, and qualitative research methods are found in Human Relations, Organizational Research Methods and Management Learning. She was awarded the 2002 'Breaking the Frame Award' from the Journal of Management Inquiry for the article that best exemplifies a challenge to existing thought. Ann is currently co Editor-in-Chief of Management Learning, Consulting Editor for the International Journal of Qualitative Research in Organizations and Management, and a member of eight international journal Editorial Boards.

The book itself is probably excellent and I'm not giving this product one star in that regard. As a doctoral student preparing for my seventh class, I've relied heavily on Kindle versions for all my textbook readings for my previous classes and been just fine reading them on my phone because I could just increase the font size. For this class though, it appears this is an eBook which does not allow font size to be changed and instead it reads like a large PDF file where you can zoom in and out with your fingers in a traditional "pinch method". This might work fine for a page or two, but trying to read an entire text like this is really irritating. To be fair, if you look up 's description of an eBook, this functionality is made very crystal clear, but for those of you who just think that everything sold in 's Kindle section has this functionality, beware! Unfortunately I've noticed that several other books I need this semester are also going to be eBooks, so I might have to switch on over to a larger

reading device to not drive myself insane. Regarding the book, I only have chapter 1 a quick read through and it actually seems quite good. I really wish I could adjust the font size though.

Great read! It's inspiring to those who lead or others aspiring to become leaders.

This was required reading in a graduate level course in strategic communication. I had absolutely no knowledge of organization theory before I took the course, but I found this book easy to understand. It gives a basic overview of different theories of how organizations are structured. As an introduction to organization theory, this book is recommended.

A great book, but for whom this specific studying Organizational Theory, its didactic method is very interesting because it incorporates three perspectives, the modern, the symbolic and postmodern. I had read the second edition of this book and I think there was a great evolution for the third edition.

This is a really, really dense read. It takes a lot of concentration and thought to read through the chapters, but I think it's organized well, provides great information and is broken into great chapters with key terms.

Good book for management

Clear explanation of organization issues with good examples from current decade to the last few decades. Excellent!

Love this book, easy to read.

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