

ROUTLEDGE STUDIES IN MANAGEMENT,  
ORGANIZATIONS, AND SOCIETY

# Gossip and Organizations

Kathryn Waddington



# Gossip And Organizations Routledge Studies In Management Organizations And Society

**John Steel, Julian Petley**



## **Gossip And Organizations Routledge Studies In Management Organizations And Society:**

**Gossip and Organizations** Kathryn Waddington, 2012-08-21 Gossip is a complex and ubiquitous phenomenon widely found and variously practiced Gossip and Organizations provides the reader with an analysis of gossip and informal knowledge across different national organizational and cultural contexts drawing upon empirical findings and the author's experiences of researching gossip in nursing and healthcare organizations and higher educational institutions Kathryn Waddington aims to dispel once and for all the myth that women gossip and men have conversations shattering the illusion that gossip at work is trivial talk This book challenges the assumption that gossip is a problem that should be discouraged While there is undoubtedly a dark side to gossip Kathryn Waddington argues that paying closer attention to gossip as organizational communication and knowledge enables exploration of other ways of seeing interpreting and understanding organizations Gossip is not merely an impediment of organizing it is a form of organizing which shapes perceptions and actions and can forewarn managers of future failure in organizational systems The complexity of gossip is such that a range of interdisciplinary explanations is necessary in order to account for this form of communication and knowledge across multiple levels and spaces in and around organizations Waddington provides a new evidence based framework incorporating ethics emotion identity sensemaking and power as a guide for future research theorizing and critical reflective and reflexive practice in the field of organizational gossip

*Gossip and Organizations* Kathryn Waddington, 2012 Gossip is a complex and ubiquitous phenomenon widely found and variously practiced Gossip and Organizations provides the reader with an analysis of gossip and informal knowledge across different national organizational and cultural contexts drawing upon empirical findings and the author's experiences of researching gossip in nursing and healthcare organizations and higher educational institutions Kathryn Waddington aims to dispel once and for all the myth that women gossip and men have conversations shattering the illusion that gossip at work is trivial talk This book challenges the assumption that gossip is a problem that should be discouraged While there is undoubtedly a dark side to gossip Kathryn Waddington argues that paying closer attention to gossip as organizational communication and knowledge enables exploration of other ways of seeing interpreting and understanding organizations Gossip is not merely an impediment of organizing it is a form of organizing which shapes perceptions and actions and can forewarn managers of future failure in organizational systems The complexity of gossip is such that a range of interdisciplinary explanations is necessary in order to account for this form of communication and knowledge across multiple levels and spaces in and around organizations Waddington provides a new evidence based framework incorporating ethics emotion identity sensemaking and power as a guide for future research theorizing and critical reflective and reflexive practice in the field of organizational gossip

**Pierre Bourdieu, Organization, and Management** Ahu Tatli, Mustafa Ozbilgin, Mine Karatas-Ozkan, 2015-04-17 Pierre Bourdieu the French sociologist philosopher and anthropologist has been widely studied and analyzed in academic circles particularly in sociology where his

ideas about power relations in social life helped to define the contemporary field. While many other sociological theories and figures have been extensively discussed and analyzed within the contexts of organization studies and management, Bourdieu's ideas have until recently been largely ignored. Offering an authoritative evaluation of Bourdieu's work, this book provides readers with conceptual frameworks, empirical examples, and methodological considerations for advancing theory and research in management and organization studies. This book presents an in-depth review of the relevance of Bourdieu's social theory for organization and management studies, outlining the key aspects of Bourdieu's approach and situating his work in its historical and intellectual context of the time. An outline of the treatment of Bourdieuan theory by management and organization scholars and a critique of the selective reception of his work are offered. The first edited collection to explore the benefits of Bourdieuan sociology for a management audience, this book is relevant for theory, research, and practice and will appeal to an international scholarly audience of academics and research students. *Dark Sides of Organizational Life* H.

Cenk Sözen, H. Nejat Basım, 2023-04-28 Exploring the darkest side of organizations may have a potential to change our previous assumptions about business life. Scholars both in management and organizational research fields have shown interest in the bright side of behavioral life and have looked for the ways to create a positive organizational climate and assumed a positive relation between happiness of employees and productivity. These main assumptions of the Human Relations School have dominated the scientific inquiry on organizational behavior. However, the dark side of organizational life may have more explanatory power than the bright side. Hostility, jealousy, envy, rivalry, gossip, problematic personalities, dislike, revenge, and social exclusion are the realities of business life. A manager may devote most of their time to cope with conflicts, deviant behaviors, ambitious individuals, gossips, and dysfunctional rivalry among employees. It is evident that negative events and interactions among employees cost more time and energy for a manager than the positive side of organizational life. This edited collection specifically focuses on these issues and will be of interest to researchers, academics, and advanced students in the fields of management, organizational studies, and behavior, sociology, social psychology, and human resource management. Professional Issues in Primary Care Nursing Carol Cox, Marie Hill, 2010-01-05 As both practice and walk in centre nurses continue to adapt to the constant on-going change demanded by both the public and the government paymasters, they will face ever-growing self-questioning about their role, responsibilities, and their need to remain competent, knowledgeable, and safe practitioners. From the foreword by Professor Dame Betty Kershaw DBE FRCN Education Advisor, The Royal College of Nursing, President of the Scholarship Society for Nurses and Midwives. This book enables nurses to get to grips with the professional issues that affect their practice in primary care. It is structured around the RCN domains of practice and considers a wide variety of issues including health promotion, reflective practice, and leadership. Part One sets the scene for the domains of practice which follow and considers the unique aspects of practice and walk in centre nursing. Part Two considers practical aspects of each of the RCN domains of practice in turn and is centred around nurse-patient

relationships Provides greater understanding of issues that affect the nature of practice Addresses the considerable changes in practice nursing and walk in centres Evidence based but also contains personal experiences Suitable for nurses undertaking community specialist practitioner degree courses qualified practice nurses and walk in centre staff

**Management and Neoliberalism** Alexander Styhre, 2014-04-16 After the financial collapse of 2008 and the bailing out of banks in the US and the UK the long term viability of the neoliberal doctrine has come under new scrutiny The elimination of regulatory control the financialization of the economy including the growth of increasingly complex financial innovations and the dominance of a rentier class have all been subject to thorough criticism Despite the unexpected meltdown of the financial system and the substantial costs for restoring the finance industry critics contend that the same decision makers remain in place and few substantial changes to regulatory control have been made Even though neoliberal thinking strongly stresses the role of the market and market based transactions the organization theory and management literature has been marginally concerned with neoliberalism as a political agenda and economic policy This book examines the consequences of neoliberalism for management thinking and management practice Managerial practices in organizations are fundamentally affected by a political agenda emphasizing competition and innovation Concepts such as auditing corporate social responsibility shareholder value and boundariless careers are some examples of managerial terms and frameworks that are inextricably entangled with the neoliberal agenda This book introduces the literature on neoliberalism its history and controversies and demonstrates where neoliberal thinking has served to rearticulate managerial practice including in the areas of corporate governance human resource management and regulatory control of organizations

*Sexual Orientation at Work* Fiona Colgan, Nick Rumens, 2014-06-13 *Sexual Orientation at Work* Contemporary Issues and Perspectives brings together contemporary international research on sexual orientation and draws out its implications for lesbian gay bisexual trans and heterosexual employees and managers It provides new empirical and theoretical insights into sexual orientation employment discrimination and equality work in countries such as South Africa Turkey Australia Austria Canada US and the UK This book is novel in its focus on how sexual orientation intersects with other aspects of difference such as age class ethnicity and disability It adopts new theoretical perspectives e.g. queer theory to analyze the rise of new gay friendly organizations and examines important methodological issues in collecting socio economic data about sexual minorities Providing an accessible account of key issues and perspectives on sexual orientation in the workplace *Sexual Orientation at Work* caters to a wide range of readers across business feminist and LGBT Queer Studies fields

*Gossip, Organization and Work* Kathryn Waddington, 2021-12-30 The premise of this book is that research into gossip organization and work is an important idea whose time has come A key feature of the book is the inclusion of practice points showing how and where theory and or research intersect with practice and vice versa They are intended as signposts to future thinking and theorizing tempting readers to venture outside of their home disciplines and territories conceptual comfort zones and

methodological mindsets The overall aim of the book is to i provide enough information for readers to decide where they might want to go next ii offer some theoretical directions and ethical principles and iii make suggestions regarding what academic practitioner tools and techniques will help them along the way including arts based and mixed methods research that focuses on real world lived experience s of gossip It will be relevant to researchers at all stages of their career from students at the start of their academic journey to seasoned scholars with more extensive experience The book is also intended to be readable and relevant to practitioners with academic interests who seek to reflect critically upon and develop their practice in times of turbulence and change and in the COVID 19 era      **Leadership and Organizational**

**Sustainability** Elia Socorro Díaz Nieto, David Israel Contreras Medina, Roberto Tuda Rivas, 2023-06-27 The book presents a new type of leadership focused on sustainable human development and organizational sustainability which is based on the self realization of the person of the leader which means the satisfaction of their needs according to the scale of Abraham Maslow through integral human development in all aspects of life Because the term leader appears to refer to anyone with the authority to confer a position with subordinates the reality within organizations has shown that a leader must go further and demonstrate commitment awareness and concern for the common good Which person has these characteristics People who have had more opportunity to develop in different areas of their being resulting in them being conceived as more educated The qualities in a person are the basis of leadership Education and practice are much more important than all hereditary and genetic codes This volume explores the various ways of making explicit the dimensions of social economic and environmental sustainability through knowledge management that addresses the identification collection processing circulation use exchange and preservation of knowledge within operating systems and the context of organizations considering issues that contribute to sustainability human and organizational where the leader is the main actor and the means is knowledge management      Towards the Compassionate University Kathryn Waddington, 2021-02-26 This book makes a significant contribution to the need for compassion in the 21st century neoliberal university Compassion is a process that involves i noticing that suffering is present in an organization ii making meaning of suffering in a way that contributes to a desire to alleviate it iii feeling empathic concern and iv taking action There is increasing recognition of the crucial role of compassion as a core concern in education health and social care and globally to ensure the future sustainability of humankind and the planet Drawing upon a wide range of interdisciplinary theoretical and professional perspectives including social sciences modern Darwinism intersectionality higher education policy and organization studies the book addresses the key challenges facing 21st century universities For example intersectionality and higher education staff and student health and well being and responding to global challenges such as the coronavirus pandemic The book is relevant to university leaders policy makers educators researchers university staff and students aspiring to develop their own understanding of the role of compassion in professional life It is an important marker of the compassion turn in higher education and what this

means for contemporary academic leadership followership and pedagogical practice      The Routledge Handbook of the Communicative Constitution of Organization Joëlle Basque, Nicolas Bencherki, Timothy Kuhn, 2022-04-24 This Handbook offers state of the art scholarship on the perspective known as the Communicative Constitution of Organization CCO Offering a unique outlook on how communication accounts for the emergence change and continuity of organizations and organizing practices this Handbook systematically exposes the theoretical and methodological underpinnings of CCO displays its empirical diversity and articulates its future trajectory Placing communication firmly at the centre of the organizational equation an international team of expert authors covers The key theoretical inspirations and the main themes of the field The debates that animate the CCO community CCO s methodological approaches How CCO handles classic management themes Practical applications Offering a central statement of CCO s contributions to the fields of organization studies communication and management this Handbook will be of interest to organization studies and communication scholars faculty and graduate and advanced undergraduate students as well as anyone associated with CCO theorizing seeking a comprehensive overview of the theoretical methodological and practical tenets of this growing area Chapter 5 of this book is freely available as a downloadable Open Access PDF under a Creative Commons Attribution Non Commercial No Derivatives 4 0 license [https://www.taylorfrancis.com/chapters/oa-edit/10.4324/9781003224914\\_7/communicative-constitution-world-luhmannian-view-communication-organizations-society-michael-grothe-hammer-context-ubx-refId/6fe411e1-fbed-41c9-8d95-03ca74450c1d](https://www.taylorfrancis.com/chapters/oa-edit/10.4324/9781003224914_7/communicative-constitution-world-luhmannian-view-communication-organizations-society-michael-grothe-hammer-context-ubx-refId/6fe411e1-fbed-41c9-8d95-03ca74450c1d)

Untold Stories in Organizations Michal Izak, Linda Hitchin, David Anderson, 2014-11-13 The field of organizational storytelling research is productive vibrant and diverse Over three decades we have come to understand how organizations are not only full of stories but also how stories are actively making sustaining and changing organizations This edited collection contributes to this body of work by paying specific attention to stories that are neglected edited out unintentionally omitted or deliberately left silent Despite the fact that such stories are not voiced they have a role to play in organizational analysis The chapters in this volume variously explore how certain realities become excluded or silenced The stories that remain below the audible range in organizations offer researchers an access to study political practices which marginalise certain organisational realities whilst promoting others This volume offers a further contribution by paying heed to silence and the processes of silencing These silences influence the choice of issues on organisational agendas the choice of audience s to which these discourses are addressed and the ways of addressing them In exploring these relatively understudied terrains Untold Stories in Organizations comprises an important contribution to the organizational storytelling space opening paths for new trajectories in storytelling research      **The Strategically Networked Organization** Hanna

Lehtimäki, 2016-12-08 The Strategically Networked Organization shows top and upper middle management how cultivating an understanding of intra firm social relations can help them to build unique strategic advantage and make use of the day to day knowledge that emerges in the social connections and interactions within an organization      *The Ethics of Sustainability*

in *Management* Kenneth Mølberg Jørgensen, 2023-12-13 Organizational storytelling has been taught for many years in many different places as part of organizational development organizational change organizational learning and business ethics There has not been any comprehensive framework that addresses sustainability in organizations and so this book develops a new ethics of sustainability for management and organizations A terrestrial ethics of storymaking is proposed which responds to Latour's claim that the Terrestrial has become a new decisive political actor in politics The Terrestrial is born from Gaia a metaphor for a new look on life on Earth Gaia situates life in the thin layer of matter that is the surface of the Earth It entails the view that nature is a process that humans are part of Storymaking is constructed from Arendt's political philosophy which is rooted ontologically in the principle of natality rebirth of life The term storymaking is developed from Arendt's understanding of storytelling as political action to emphasize not only that stories are spatial embodied and material practices that are tied to a specific time and space but also that technology is an important dimension in making stories Stories are thus human practices that apart from meaning making and politics involve the use and manipulation of material and objects and which are crucial for how a human world is shaped This human world is furthermore shaped by the rhythms of life embedded in the complex landscapes that humans move through Storymaking is developed through rethinking the links between the central categories of labor work action and thinking in Arendt's writings Implications for business ethics are drawn out and a comprehensive ethics framework is constructed that connects the biological and physical with the social economic and political regarding how organizations work Finally a storymaking philosophy of management is constructed making this book especially relevant to researchers academics managers and students in the fields of business ethics management studies leadership organizational studies and international business

**The Handbook of Organizational Culture and Climate** Neal M. Ashkanasy, Celeste P M Wilderom, Mark F. Peterson, 2011 The Second Edition provides an overview of current research theory and practice in this expanding field The editorial team and the authors come from diverse professional and geographical backgrounds and provide an unprecedented coverage of topics relating to both culture and climate of modern organizations

Organizational Misbehaviour Stephen Ackroyd, Paul Thompson, 1999-03-30 A textbook specifically aimed at organizational misbehaviour it certainly fills a gap containing a large survey of academic literature on the subject The book is good it brings to light subjects which are too often neglected and it provides an understanding of phenomena which are so common in organizations but at the same time so vague and incomprehensible Organization Studies From soldiering and absenteeism to humour in organizations and the emergence politics of sexuality this book explores the latest forms of organizational subversion and offers fresh insights of the underlying dynamics of management and organizational processes The book opens with a critique of orthodox organizational analysis and maps out the wide terrain across which organizational misbehaviour occurs The authors go on to examine the interconnections between identity formation the pursuit of autonomy and organizational misbehaviour and explore how clearly the tendency to



misbehave is deeply embedded in organizational life      **The Civilized Organization** Ad van Iterson, 2002-01-01 Topics covered in this title include organizing discourse negotiating boundaries crossing cultures and theorizing practice

*Reconstructing Organization* Damian P. O'Doherty, 2016-12-27 This unique book breaks original ground in management and organization studies by drawing on over 21 2 years of ethnographic study in a major UK international airport group Much has been written about the McDonaldisation or Disneyization of society but few have been attentive to what the author terms Loungification of society A minor mode of organization but one whose effects are likely to become ever more profound this study shows how management and organization is itself being reconstructed and reshaped by way of loungification Drawing on critical management studies actor network theory and debates in contemporary anthropology around the so called ontological turn *Reconstructing Organization* enacts a veritable experiment in business and management studies Who are these coming loungers What do they want Can we manage them Or will they soon capture us with their talking chairs and crinicultural politics

**The Routledge Companion to Freedom of Expression and Censorship** John Steel, Julian Petley, 2023-12-11 The Routledge Companion to Freedom of Expression and Censorship offers a thorough exploration of the debates surrounding this contentious topic considering the importance placed upon it in democratic societies and the reasons frequently proposed for limiting and constraining it This volume addresses the various historical philosophical political and cultural parameters of censorship and freedom of expression as well as current debates involving technology journalism and media regulation Geographically temporally and culturally diverse accounts of censorship and freedom of expression are discussed through a broad range of perspectives and case studies This Companion covers core principles and concerns in addition to more specialist and controversial debates including those surrounding hate speech holocaust denial pornography and so called cancel culture The collection pays particular attention to the role of the media in both facilitating and suppressing freedom of expression Comprehensive original and timely The Routledge Companion to Freedom of Expression and Censorship is a go to resource for scholars and advanced students of media communication and journalism studies

**Business Research Methods** Alan Bryman, Emma Bell, 2007 An adaptation of *Social Research Methods* by Alan Bryman this volume provides a comprehensive introduction to the area of business research methods It gives students an assessment of the contexts within which different methods may be used and how they should be implemented

Uncover the mysteries within is enigmatic creation, **Gossip And Organizations Routledge Studies In Management Organizations And Society** . This downloadable ebook, shrouded in suspense, is available in a PDF format ( \*). Dive into a world of uncertainty and anticipation. Download now to unravel the secrets hidden within the pages.

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