

HANDBOOK OF GENDER, WORK & ORGANIZATION



EDITED BY

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DAVID KNIGHTS,
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Handbook Of Gender Work And Organization

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Handbook Of Gender Work And Organization:

Handbook of Gender, Work and Organization Emma Jeanes, David Knights, Patricia Yancey Martin, 2011-05-02 This work of reference represents a remarkably complete detailed and extensive review of the field of gender work and organization in the second decade of the 21st century. Its authors represent eight countries and many disciplines including management, sociology, political science, and gender studies. The chapters by top scholars in their areas of expertise offer both reviews and empirical findings and insights and challenges for further work. The chapters are organized in five sections: Histories and Philosophies, Organizing Work and the Gendered Organization, Embodiment, Globalization and Diversity, Theoretical and conceptual developments at the cutting edge of the field are explicated and illustrated by the handbook's authors. Methods for conducting research into gender work and organization are reviewed and assessed as well as illustrated in the work of several chapters. Efforts to produce greater gender equality in the workplace are covered in nearly every chapter in terms of past successes and failures. Military organizations are presented as one of the difficult to change in regards to gender with the result that women are marginalized in practice even when official policies and goals require their full inclusion. The role of the body/embodiment is emphasized in several chapters with attention both to how organizations discipline bodies and how organizational members use their bodies to gain advantage. Particular attention is paid to sexuality in and organizations including sexual harassment policies to alleviate bias and the likelihood that future work will pay more attention to the body's presence and role in work and organizations. Many chapters also address change efforts that have been employed by individuals, groups, and organizations including transnational ones such as the European Union, the United Nations, and so on. In addition to its value for teachers and students within this field, it also offers insights that would be of value to policy makers and practitioners who need to reflect on the latest thinking relating to gender at work and in organizations.

Handbook of Gender, Work and Organization Emma Jeanes, David Knights, Patricia Yancey Martin, 2012-04-16 This work of reference represents a remarkably complete detailed and extensive review of the field of gender work and organization in the second decade of the 21st century. Its authors represent eight countries and many disciplines including management, sociology, political science, and gender studies. The chapters by top scholars in their areas of expertise offer both reviews and empirical findings and insights and challenges for further work. The chapters are organized in five sections: Histories and Philosophies, Organizing Work and the Gendered Organization, Embodiment, Globalization and Diversity, Theoretical and conceptual developments at the cutting edge of the field are explicated and illustrated by the handbook's authors. Methods for conducting research into gender work and organization are reviewed and assessed as well as illustrated in the work of several chapters. Efforts to produce greater gender equality in the workplace are covered in nearly every chapter in terms of past successes and failures. Military organizations are presented as one of the difficult to change in regards to gender with the result that women are marginalized in practice even when official policies and goals require their full inclusion. The role of the

body embodiment is emphasized in several chapters with attention both to how organizations discipline bodies and how organizational members use their bodies to gain advantage. Particular attention is paid to sexuality in and organizations including sexual harassment policies to alleviate bias and the likelihood that future work will pay more attention to the body's presence and role in work and organizations. Many chapters also address change efforts that have been employed by individuals, groups, and organizations including transnational ones such as the European Union, the United Nations, and so on. In addition to its value for teachers and students within this field, it also offers insights that would be of value to policymakers and practitioners who need to reflect on the latest thinking relating to gender at work and in organizations.

Research Handbook on Gender, Work and Employment Relations Sue Williamson, Jane Parker, Noelle Donnelly, Mihajla Gavin, Sue Ressa, 2025-04-09. Presenting cutting edge research on gender work and employment relations, this Research Handbook represents the latest thinking in this dynamic field. A multinational team of academics share their expertise from a broad range of disciplines including employment relations, human resource management, sociology, management, and feminist and organisational studies.

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

Understanding Gender and Organizations Mats

Alvesson,Yvonne Due Billing,2009-05-07 An unusually comprehensive and sophisticated analysis of how organizations and the men and women who work within them are affected by gendered processes and relations Alvesson and Billing s contribution is unique in its sensitivity to the wide range of processes affected by gender paired with its sensitivity to the pitfalls of inappropriately applying a gender lens This book is a must read for organizational researchers and gender scholars Debra Meyerson Stanford University Students and scholars alike will find this at once a useful overview and a thought provoking take on the complexity of gender in organizations and gendered organizations Robin J Ely Warren Alpert Professor of Business Administration Harvard Business School In the decade since the first edition of this critical and provocative text many aspects of gender have changed and many have stayed the same While the gendered study of organizations is a growing field in its own right in many real life organizations gaps in gendered job roles and pay are as entrenched as they were This Second Edition is a long awaited update to an essential text in this dynamic and expanding field of inquiry incorporating new international perspectives that incorporate recent theory and debate and a new chapter on gender and identity

Handbook of Research Methods on Human Resource Development Mark N.K. Saunders,Paul Tosey,2015-07-31

As Human Resource Development HRD research has developed a growing variety of quantitative and qualitative data collection procedures and analysis techniques have been adopted research designs now include mono multiple and mixed methods This Hand **Handbook on Sex, Gender and Health** M. Sivakami,Anjana Bhushan,Sabina Faiz Rashid,Kausar S. Khan,2025-01-27 This Handbook is the first of its kind addressing gender issues in health in five countries of the South Asian Region namely Bangladesh India Pakistan and Sri Lanka Adopting a social determinant of health perspective and an intersectionality and diversity lens the Handbook illustrates the multi layered complexities of gender health and well being from the diverse perspectives and lived experiences in different South Asian countries It includes studies on under researched and often invisible marginalized populations such as LGBTQI populations urban poor persons living with disability migrant and conflict affected populations It represents the voices of the elderly adolescents and young people It goes beyond analyzing the problem of gender inequities in health and present examples of gender transformative policies programmes and social movement action It is an essential resource for researchers policy makers students in public health and community based organizations involved in research policies or programs related to sex work public health social justice

and gender based violence *The Routledge Companion to Philosophy in Organization Studies* Raza Mir, Hugh Willmott, Michelle Greenwood, 2015-11-06 The Routledge Companion to Philosophy in Organization Studies provides a wide ranging overview of the significance of philosophy in organizations The volume brings together a veritable who's who of scholars that are acclaimed international experts in their specialist subject within organizational studies and philosophy The contributions to this collection are grouped into three distinct sections Foundations exploring philosophical building blocks with which organizational researchers need to become familiar Theories representing some of the dominant traditions in organizational studies and how they are dealt with philosophically Topics examining the issues themes and topics relevant to understanding how philosophy infuses organization studies Primarily aimed at students and academics associated with business schools and organizational research The Routledge Companion to Philosophy in Organization Studies is a valuable reference source for anyone engaged in this field The SAGE Handbook of Qualitative Business and Management Research Methods Catherine Cassell, Ann L Cunliffe, Gina Grandy, 2021-08-04 The SAGE Handbook of Qualitative Business and Management Research Methods provides a state of the art overview of qualitative research methods in the business and management field The Handbook celebrates the diversity of the field by drawing from a wide range of traditions and by bringing together a number of leading international researchers engaged in studying a variety of topics through multiple qualitative methods The chapters address the philosophical underpinnings of particular approaches to research contemporary illustrations references and practical guidelines for their use The two volumes therefore provide a useful resource for Ph D students and early career researchers interested in developing and expanding their knowledge and practice of qualitative research In covering established and emerging methods it also provides an invaluable source of information for faculty teaching qualitative research methods The contents of the Handbook are arranged into two volumes covering seven key themes Volume One History and Tradition Part One Influential Traditions underpinning qualitative research positivism interpretivism pragmatism constructionism critical poststructuralism hermeneutics postcolonialism critical realism mixed methods grounded theory feminist and indigenous approaches Part Two Research Designs ethnography field research action research case studies process and practice methodologies Part Three The Researcher positionality reflexivity ethics gender and intersectionality writing from the body and achieving critical distance Part Four Challenges research design access and departure choosing participants research across boundaries writing for different audiences ethics in international research digital ethics and publishing qualitative research Volume Two Methods and Challenges Part One Contemporary methods interviews archival analysis autoethnography rhetoric historical stories and narratives discourse analysis group methods sociomateriality fiction metaphors dramaturgy diary shadowing and thematic analysis Part Two Visual methods photographs drawing video web images semiotics and symbols collages documentaries Part Three Methodological developments aesthetics and smell fuzzy set comparative analysis sewing quilts netnography

ethnomusicality software ANTI history emotion and pattern matching *Gender in Organizations* Ronald J Burke, Debra A Major, 2014-01-31 Talented women continue to have difficulty advancing their careers in organizations worldwide Organizations and their cultures were created by men for men and reflect the wider patriarchal society As a consequence some women are disadvantaged and face discrimination **The Work and Family Handbook** Marcie Pitt-Catsouphes, Ellen Ernst Kossek, Stephen Sweet, 2015-12-03 The Work and Family Handbook is a comprehensive edited volume which reviews a wide range of disciplinary perspectives across the social sciences on the study of work family relationships theory and methods The changing demographics of the labor force has resulted in an expanded awareness and understanding of the intricate relations between work and family dimensions in people's lives For the first time the efforts of scholars working in multiple disciplines are organized together to provide a comprehensive overview of the perspectives and methods that have been applied to the study of work and family In this book the leading work family scholars in the fields of social work psychology sociology organizational behavior human resource management business and other disciplines provide chapters that are both accessible and compelling This book demonstrates how cross disciplinary comparisons of perspective and method reveal new insights on the needs of working families the challenges faced by those who study them and how to formulate policy on their behalf *Handbook of Research on Gender and Leadership* Susan R. Madsen, 2024-01-18 Although some progress has been made in recent decades in getting women into top positions in government business and education there are persisting challenges with efforts to improve opportunities for women in leadership This essential second edition of the Handbook of Research on Gender and Leadership comprises the latest research from the world's foremost scholars on women and leadership exposing problems and offering both theoretical and practical solutions on strengthening the impact of women worldwide *Handbook of Critical Perspectives on Nonprofit Organizing and Voluntary Action* Roseanne M. Mirabella, Tracey M. Coule, Angela M. Eikenberry, 2024-08-06 This insightful Handbook brings together leading and emerging scholars within the field of nonprofit organization serving as a call to action for academics to interrogate key contemporary issues such as backsliding and authoritarianism It meticulously distinguishes traditional often marginalist perspectives from nuanced counterarguments to balance out the field **The Oxford Handbook of Gender in Organizations** Savita Kumra, Ruth Simpson, Ronald J. Burke, 2014-03-13 The issue of gender in organizations has attracted much attention and debate over a number of years The focus of examination is inequality of opportunity between the genders and the impact this has on organizations individual men and women and society as a whole It is undoubtedly the case that progress has been made with women participating in organizational life in greater numbers and at more senior levels than has been historically the case challenging notions that senior and or influential organizational and political roles remain a masculine domain The Oxford Handbook of Gender in Organizations is a comprehensive analysis of thinking and research on gender in organizations with original contributions from key international scholars in the field The Handbook comprises four sections

The first looks at the theoretical roots and potential for theoretical development in respect of the topic of gender in organizations The second section focuses on leadership and management and the gender issues arising in this field contributors review the extensive literature and reflect on progress made as well as commenting on hurdles yet to be overcome The third section considers the gendered nature of careers Here the focus is on querying traditional approaches to career surfacing embedded assumptions within traditional approaches and assessing potential for alternative patterns to evolve taking into account the nature of women s lives and the changing nature of organizations In its final section the Handbook examines masculinity in organizations to assess the diversity of masculinities evident within organizations and the challenges posed to those outside the norm In bringing together a broad range of research and thinking on gender in organizations across a number of disciplines sub disciplines and conceptual perspectives the Handbook provides a comprehensive view of both contemporary thinking and future research directions

Handbook of Gender and Work

Gary N. Powell, 1999-07-29 The Handbook of Gender and Work provides a comprehensive overview and synthesis of the literature and knowledge about gender and work It equips the reader with a solid understanding of where we stand on gender and work issues and what the next directions for research and assessment will be Under the skilled leadership of editor Gary N Powell an outstanding group of multidisciplinary and international researchers and scholars deliver their summary and analysis of current research and their views on how gender and work intersect along a variety of societal economic interpersonal and organizational paradigms Topics include Gender gap in earnings Sex segregation of occupations Romantic relationships in organizational settings Stress and work Affirmative action Sexual harassment Mentoring Women as leaders The glass ceiling Women entrepreneurs Corporate masculinity Gender and ethnicity Gender bias in hiring and evaluating The Handbook of Gender and Work will be an invaluable resource for students scholars and professionals interested in increasing their understanding of gender related phenomena that occur in the workplace Anyone seeking guidance for dealing with specific situations that arise as a result of the influence of gender or in identifying useful directions for future will want to own a copy of this Handbook

Gender, Sex and the Postnational Defense Annica

Kronsell, 2012-02-24 This book explores the post national defense and its gender implications Specifically it explores how the United Nations Security Council resolution to increase the participation of women in peace negotiations humanitarian planning peacekeeping operations post conflict peacebuilding and governance has influenced the organization and policy practices of the post national defense

Gower Handbook of Discrimination at Work Tessa Wright, Hazel Conley, 2011

Changing organisational culture is necessary to tackle the persistent forms of discrimination that exist in the workplace The Gower Handbook of Discrimination at Work considers the current legal framework of discrimination law it offers critical perspectives on the effectiveness of the law in the promotion of non discrimination and discusses the changes being proposed that will lead to a single equality act The authors then look at ways to address discrimination The Handbook will interest

practitioners such as HR professionals and managers involved in addressing equality at work trade unionists equality trainers and academics concerned with researching or teaching in these areas **The Oxford Handbook of Diversity in**

Organizations Regine Bendl, Inge Bleijenbergh, Elina Henttonen, Albert J. Mills, 2015-11-12 In the last decades diversity and its management has become a feature of modern and postmodern organizations Different practices have spread around the globe focusing on the organizing and management of inclusion and exclusion of persons and identities based on different genders sexual orientations racial and ethnic backgrounds ages and disabilities as well as religious beliefs However although increasingly recognized as important the discourses of diversity are multifaceted and not without controversy Furthermore diversity management practices have the potential to reproduce both inclusion and exclusion The book presents the foundations of organizing and managing diversities offers multidisciplinary intersectional and critical analyses on key issues and opens up fresh perspectives in order to advance the diversity debate It also inspires new debates on diversity by encouraging scholars to broaden their research agendas and assists students and scholars to increase their understanding of the field and its current discussions The contributors are a team of leading diversity scholars from all over the world

Research Handbook on the Sociology of Organizations Godwyn, Mary, 2022-06-10 With original contributions from leading experts in the field this cutting edge Research Handbook combines theoretical advancement with the newest empirical research to explore the sociology of organizations While including the traditional study of formal corporate business organizations the Handbook also explores more transitory informal grassroots organizations such as NGOs and artist communities **Research Handbook on Gender and Innovation** Gry Agnete Alsos, Ulla Hytti, Elisabet

Ljunggren, 2016-09-30 Innovation is seen as one of the main engines of economic growth It is generally assumed to be gender neutral when in fact the gendered construction of innovation has been traditionally masculine This Handbook explores the nexus between innovation and gender by providing a wide range of studies from different analytical and methodological perspectives and from various regional and industry contexts and draws implications for a gender inclusive innovation policy The multi disciplinary group of contributors discuss topics such as gender and innovation in new and small businesses and growth businesses addressing innovation in different organizational contexts ranging from public sector health care to mining and forestry researching gender in innovation policy and in design and materiality This Handbook will be useful to researchers looking to understand parallels between research on gender and innovation on one hand and research on gender and entrepreneurship or management on the other It will also be invaluable to students looking for an overview of research in both areas Contributors include R Aidis G A Alsos N Amble E Andersson L Andersson P Axelsen K E Berglund T Bijedic E Brjesson S Brink K Ehrnberger K Ettl E Fernandes L Foss C Henry U Hytti S Ilstedt A Isaksson M Johansson A Kovalainen S Kriwoluzky T Kvidal R vik R Leite M Lindberg B Ljunggren E Ljunggren S Martins S Poutanen S R Sardeshmukh R M Smith L K Snerthammer M Tillmar F Welter

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