

Organization Theory: Modern, Symbolic and Postmodern Perspectives

By Mary Jo Hatch, Ann L. Cunliffe



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Organization Theory offers a clear and comprehensive introduction to the study of organizations and organizing processes. It encourages an even-handed appreciation of the main perspectives defining 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 analysing 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.

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"This textbook gets better with each edition. It's an excellent introduction and guide to organization theory."
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"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."
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"A very engaging and lucid treatment of organization theory that is equally accessible to the thoughtful manager and the seasoned scholar."
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About the Author

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.

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