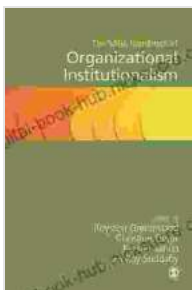


The Sage Handbook of Organizational Institutionalism: A Comprehensive Guide to the Field

The Sage Handbook of Organizational Institutionalism is a seminal work in the field of organizational studies. First published in 2008, the handbook provides a comprehensive overview of the history, key concepts, and theories of organizational institutionalism. It also includes a number of case studies that illustrate the application of institutional theory to various organizational contexts.

The handbook is edited by Royston Greenwood, C.R. Hinings, and Robin Greenwood, three leading scholars in the field of organizational institutionalism. The contributors to the handbook are a who's who of institutional scholars, including W. Richard Scott, Paul DiMaggio, Walter Powell, and Lynne Zucker.

The Sage Handbook of Organizational Institutionalism is an essential resource for anyone interested in the field of organizational studies. It is a valuable reference for scholars, students, and practitioners alike.



The SAGE Handbook of Organizational Institutionalism

by Kasia Urbaniak

★★★★☆ 4.9 out of 5

Language : English
File size : 12132 KB
Text-to-Speech : Enabled
Screen Reader : Supported
Enhanced typesetting : Enabled
Word Wise : Enabled
Print length : 928 pages



The roots of institutionalism can be traced back to the work of Max Weber in the early 20th century. Weber argued that organizations are not simply rational entities, but are also shaped by social and cultural factors. He identified three types of authority that legitimate organizations: traditional authority, charismatic authority, and legal-rational authority.

In the United States, institutionalism was further developed by the work of Philip Selznick in the 1940s and 1950s. Selznick argued that organizations are not simply tools for achieving goals, but are also social institutions with their own values and norms. He identified three levels of institutionalization: technical, managerial, and institutional.

In the 1970s and 1980s, institutionalism was further developed by a group of scholars at Stanford University, including W. Richard Scott, Paul DiMaggio, and Walter Powell. These scholars argued that organizations are embedded in a network of institutions that shape their behavior. They identified three main mechanisms of institutionalization: isomorphism, decoupling, and legitimation.

Institutionalism is a complex and multifaceted field of study. However, there are a number of key concepts and theories that are central to the field.

These include:

- **Institutions:** Institutions are the rules, norms, and values that govern behavior in a society. They can be formal or informal, and they can be either explicit or implicit.

- **Organizations:** Organizations are social entities that are created to achieve specific goals. They are typically composed of a group of people who work together to achieve these goals.
- **Institutionalization:** Institutionalization is the process by which organizations become embedded in a network of institutions. This process can occur through isomorphism, decoupling, or legitimation.
- **Isomorphism:** Isomorphism is the process by which organizations become similar to each other in terms of their structure, culture, and behavior. This process can occur through coercive, mimetic, or normative pressures.
- **Decoupling:** Decoupling is the process by which organizations create a gap between their formal structure and their actual behavior. This process can occur to avoid conflict, to gain autonomy, or to experiment with new ideas.
- **Legitimation:** Legitimation is the process by which organizations gain acceptance from society. This process can occur through the development of a positive image, the formation of alliances with powerful groups, or the adoption of socially responsible practices.

Institutional theory has been applied to a wide range of organizational contexts, including:

- **Business organizations:** Institutional theory has been used to explain the behavior of businesses in a variety of industries, including manufacturing, healthcare, and education.
- **Nonprofit organizations:** Institutional theory has been used to explain the behavior of nonprofit organizations in a variety of fields, including

social services, education, and healthcare.

- **Government organizations:** Institutional theory has been used to explain the behavior of government organizations in a variety of areas, including public administration, law enforcement, and education.

Institutional theory has also been used to explain a variety of organizational phenomena, including:

- **Organizational change:** Institutional theory has been used to explain how organizations change over time. This process can occur through adaptation, innovation, or revolution.
- **Organizational performance:** Institutional theory has been used to explain how organizational performance is affected by institutional factors. This process can occur through efficiency, effectiveness, or legitimacy.
- **Organizational failure:** Institutional theory has been used to explain how organizations fail. This process can occur through bankruptcy, liquidation, or merger.

The Sage Handbook of Organizational Institutionalism is a comprehensive and authoritative guide to the field. It is an essential resource for anyone interested in the study of organizations.



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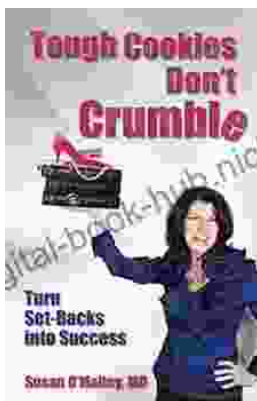
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