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Louise Gunnarsson This chapter focuses on discourse in
organizations and workplaces and will discuss a number of studies
which explore the complexity and diversity of communication in
modern working life. With a theoretical orientation towards

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sociology, organiza-

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regarding cultural norms rarely exists and current organizational members might

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free. research The remainder of this chapter provides an introductory overview of the field of organizational discourse by using the structure and content

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INTERPRETIVE APPROACHES TO ORGANIZATIONAL

DISCOURSE In this section five prominent interpretive approaches to the study of discourse are discussed: hermeneutics, rhetoric, metaphor, symbolic interactionism and critical discourse analysis.

Interpretivist Approaches to Organizational Discourse

Stories and Sensemaking focuses on the analytical potential of the 'story' as a means of illuminating the ways in which organizational members make sense of their experience of organization. Discourse and Organization includes contributions which demonstrate the fundamental significance of linguistic uSAGE and discursive

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construction to the ontologies of `organization'. Finally, a concluding discourse explores the claims and limitations of organizational discourse as a means of enriching our ...

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7.5 Organizational Change. 7.6 Planning and Executing Change

Effectively.

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7 Chapter 7: Power and Resistance at Work When most people

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think of power, it ' s generally accompanied by dark images like Darth Vader. It ' s funny because power can be a good thing, too, like the power we have in a democracy.

Chapter 7: Power and Resistance at Work – Organizational ...
Organizations exist only in so far as their members create them through discourse. This is not to claim that organizations are ' nothing but ' discourse, but rather that discourse is the principle means by which organization members create a coherent social reality that frames their sense of who they are. (1997, p. 181)

Introduction: Organizational Discourse: Exploring the Field
Symbolic practices have a pivotal role in producing and preserving social patterns and organizational settings. However, it would be

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problematic to equate discourse and organization, since the latter requires more than mere talk to be substantiated and it is therefore useful to consider discourses as organizing devices that operate in conjunction with material elements that can be examined ...

Discourse as organizing : Elgar Introduction to ...

Figure 7.2 The P-O-L-C Framework. Creating or enhancing the structure of an organization defines managers ' Organizational Design task. Organizational design is one of the three tasks that fall into the organizing function in the planning-organizing-leading-controlling (P-O-L-C) framework. As much as individual- and team-level factors influence work attitudes and behaviors, the organization ' s structure can be an even more powerful influence over employee actions.

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