Chapter 7 Discourse In Organizations And Workplaces | 57dd2f2cf87b6d792fa3c57db71f9f7c

Diversity in organizations The Handbook of Organizational Rhetoric and Communication Strategy and OrganizationElgar Introduction to Organizational Discourse Applied Discourse AnalysisEthnic Mobilization, Violence, and the Politics of AffectContemporary Applied Linguistics Volume 2Deadly DocumentsThe Production of Managerial Knowledge and Organizational TheoryThe Oxford Handbook of Organization TheoryNon-governmental organizations and the sustainability of small and medium-sized enterprises in PeruA Paradigm for Business Communication across Cultures: Theoretical Insights for Practical Discourse AnalysisDiscourse Perspectives on Organizational CommunicationDiscourses of Post-bureaucratic Organizations, Interpersonal Communication, and Organizational Stu...Discourse Analysis Research in OrganizationsPragmatic Organization of Discourse in the Languages of EuropeManaging Nongovernmental OrganizationsNursing Research Using Data AnalysisInternational Organizations in Global Social GovernanceCritically Constituting OrganizationOrganizational Discourse in the Global ContextDiscourse and PolitenessBusiness DiscourseThe Discourse of Science on the MoveModes of DiscourseLanguage, Discourse and LiteratureIntroducing Discourse AnalysisBeyond Organizational ChangeCoaching and MentoringOrganizations and Popular CultureDebating Organization Dialogic Organization Development Challenge - Sustaining change and critical social action in theory and practice featured contributors from the UK, USA, Europe, Australia, and Asia This exciting monograph provides a comprehensive review of research in organization discourse, featuring some of the leading scholars in the field. The book is a must-have for students and researchers in management, organizational studies, and related fields.

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linguistic behavior has been of great fascination for many of those working in the fields of cultural anthropology, linguistics, and philosophy, or, broadly understood, cultural studies. The authors in this volume explore this relationship in a number of cultures and social contexts and discuss the problem of linguistic relativism and its application to several areas of social interaction across cultures. The authors deal with such questions as how language and culture intersect resulting in different points of view on reality that are all equally authentic and rooted in experience. The question of the influence of language and culture on our perceptions of physical and social reality is re-examined for cultures as diverse as the Asian-American, the Soho punk, and the members of the Rock & Roll scene in London. This book, which is the first of its kind, will make an important contribution to the understanding of the complex and rich phenomena of the human language field. The book is designed for a wide audience of students, teachers, and researchers in the areas of cultural studies, social anthropology, and the social sciences in general.
communities, including our own—at work even in the extreme case of the SS Technical Matters Group, the comforting distance that we now maintain between 'them' and 'us' is necessarily diminished. And third, our newfound discomfort may open productive spaces to revisit conventional wisdoms about the ethics of technical and organizational communication. The idea that international development aid needs to be better managed and coordinated gained currency in the early 1990s. The increasing emphasis on management has resulted in the present vogue of 'managing for development results' as one of the central tenets in the discourse on international aid. But how appropriate are these ideas, tools, and techniques for non-governmental development organizations (NGOs), and how much does geographic context matter? Examining the current debate on aid effectiveness and the role of NGOs in contributing to it, this book highlights the critical importance of understanding how the global and the local interact to increase aid efficacy and develop more culturally astute ways of managing NGOs. With a focus on NGOs active in sub-Saharan Africa as case studies, author Frederik Claeyé demonstrates that NGOs are not mere passive recipients of management knowledge and practices emanating from the global governance structure of international aid, but actively engage with these ideas and practices to translate and rework them through a local cultural lens. This process results in the emergence of unique hybrid management systems that combine the pressure to become more business-like with the mission to satisfy the demands of the communities they serve. This open access book enhances and systemizes our understanding of IOs in global social governance. It provides studies on a variety of social policy fields in which different, but also the same, International Organizations (IOs) operate. The chapters shed light on IO involvement in a particular social policy field by describing the population of participating IOs, exploring how a particular global social policy field is constituted as a whole, and which dominant IOs set the trends. The contributors also examine the discourse within, and between, these IOs on the respective social policies. As such, this first-of-its kind book contributes to research on social policy and international relations, both in terms of theoretical substantiation and empirical scope. A Dynamic New Approach to Organizational Change Dialogic Organization Development is a compelling alternative to the classical action research approach to planned change. Organizations are seen as fluid, socially constructed realities that are continuously created through conversations and images. Leaders and consultants can help foster change by encouraging disruptions to taken-for-granted ways of thinking and acting and the use of generative images to stimulate new organizational conversations and narratives. This book offers the first comprehensive introduction to Dialogic Organization Development with chapters by a global team of leading scholar-practitioners addressing both theoretical foundations and specific practices. In this distinctive and valuable contribution to understanding organizational change, different levels and types of analysis are drawn on and connected. This is achieved through exploration of the conditions, processes and outcomes of change in the field of UK financial services. Discourse Perspectives in Organizational Communication brings together findings from the social sciences and humanities to look at discourse and how it shapes organizations and their social systems. Unlike other books in this field, this book assumes that language creates and constitutes reality, rather than simply mirroring or describing it. This collection illustrates the variety of organizational phenomena that might be studied and the range of epistemological and methodological approaches that might be used in discourse analysis techniques. This book provides a better understanding of the changing roles of non-governmental organizations (NGOs) in promoting sustainability of small and medium-sized enterprises (SMEs) in Peru. The book focuses on the domains of organic production, business social responsibility and sustainable production. The innovative study uses a combination of network and discourse analyses to identify the main patterns and shifts in the roles of NGOs in order to understand sustainability and the market. Two major contemporary sociological theories - ecological modernization theory and network sociology theory - are applied to frame sustainability in Peru. The in-depth analysis of international networks of NGOs operating in Peru provide valuable inputs in terms of changes in network and discourse patterns, and consequently, changing roles for NGOs. Remarkably, social movement, liberal market and sustainability viewpoints are generating new networks and new discourses, with a prominent position of national and international NGOs vis-à-vis SMEs, and in absence of the national state. Next to the usual 'watchdog' roles, NGOs are developing roles of 'helper' in order to answer to the market needs of SMEs. The analyses challenges Castells scheme of space of flows versus space of place and suggests considering in the research of Castells theory both ecological rationality and cultural rationality in order to advance environmental governance of SMEs in developing countries, particularly in Latin America. In studying discourse, the problem for the linguist is to find a fruitful level of analysis. Carolin Smith offers a new approach with this study of discourse passages, units of several sentences or more. She introduces the key idea of the 'Discourse Mode,' identifying five modes: Narrative, Description, Report, Information, Argument. These are realized at the level of the passage, and cut across genre lines. Smith shows that the modes, intuitively recognizable as distinct, have linguistic correlates that differentiate them. She analyzes the properties that distinguish each mode, focusing on grammatical rather than lexical information. The book also examines linguistically based features that appear in passages of all five modes: topic and focus, variation in syntactic structure, and subjectivity, or point of view. Operating at the interface of syntax, semantics, and pragmatics, the book will appeal to researchers and graduate students in linguistics, stylistics and rhetoric. Wie vollzieht sich Wandel in Organisationen? Was bedeutet Zusammenarbeit in einem Unternehmen? Was können wir aus Erfahrungen lernen? Das Buch untersucht organisatorische Veränderungsprozesse auf Basis von Kooperationserfahrungen zwischen Arbeitgeber*innen, Arbeitnehmer*innen und Aktionsforscher*innen in Europa und den USA in der zweiten Hälfte des 20. Jahrhunderts. Die Autor*innen identifizieren zentrale Akteure und Impulsgeber von Veränderung, zeichnen Machtverhältnisse nach und weisen auf mögliche Dilemmata hin. Dabei entwickeln sie zentrale Erkenntnisse über Prozesse der Partizipation und Veränderung in Organisationen, von denen Forschung und Praxis gleichermaßen profitieren können. Today's global citizens operate business and management endeavors on a global scale. Globalization generates an increasing demand for effective communication in diverse cultural contexts and challenges the relevance of culture in operating businesses in the global village. Communication differences are apparent in employees' cultural values and the way employees communicate. Organizations, with exciting international cultural backgrounds and the potential impact on communication of the people one is interacting with can increase the probability of business success among investors, managers, entrepreneurs and employees operating in diverse cultures. However, effective cross-cultural communication needs to recognize and adopt an interdisciplinary perspective in understanding the cultural forces (Leung, K. et al., 2005). Therefore, we need a multidisciplinary paradigm to carry on effective and successful business communication in our contemporary global village. **Packed with case studies all based on original research, this volume investigates how various discourses help shape identity and manage power in organizational social worlds. The book comprises six chapters, each centred around a particular phenomenon that emerges in discussions of organizational social worlds. The first chapter explores the role of language in shaping organizational realities, with a focus on the ways in which language is used to construct and maintain power imbalances. The second chapter examines the discursive construction of organizational identities, highlighting the ways in which different groups within an organization may use language to reinforce or challenge their perceived positions. The third chapter investigates the use of language in organizational decision-making processes, examining how language is employed to frame issues, construct arguments, and influence outcomes. The fourth chapter focuses on the discursive construction of organizational norms and values, exploring how language is used to establish and maintain shared understandings. The fifth chapter examines the role of language in organizational change, analyzing how language is used to communicate and legitimize change initiatives. The sixth chapter investigates the discursive construction of organizational conflict, examining how language is employed to construct and negotiate power imbalances in organizational settings.**