

JOHN MCAULEY JOANNE DUBERLEY PHIL JOHNSON

Second Edition

# ORGANIZATION THEORY

## Challenges and Perspectives



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# ORGANIZATION THEORY

## Challenges and Perspectives

**A highly relevant book... contrasting with more traditional books about organization**

*Henrik B. Sørensen, Aarhus University, Denmark*

**The writing style is clear and concise, and consistent across chapters. It is particularly well written for students whose first language is not English.**

*Dr Melissa Tyler, Essex Business School, UK*

**Its excellence is its depth and effort to map out in a sensible yet academically rigorous way an enormous field of work. Succeeds admirably.**

*Dr. Paul McGrath, Smurfit School of Business, University College Dublin, Ireland*

Exploring organization theory from its origins right up to present-day debates, the authors encourage the reader to engage in a critical dialogue between varying perspectives. Using various forms of organizational theory that both underpin and challenge common sense ways of viewing (and managing) organizations, the aim of this new edition is to provide a clearly structured and interesting exploration of the ways in which the variety of theories and perspectives that constitute Organization Theory provide profound challenges for organizations in the twenty-first century.

If you need to know what organization theory is and why it matters, what impact it has on today's organisations and what challenges it poses, as well as the solutions it can offer, this is the book for you. Thoroughly revised and updated, with new sections on theoretical developments in the field, the new edition of *Organizational Theory* includes a rich set of pedagogical features to support the reader, including:

- Stop and Think boxes to invite personal or group reflection
- Brief Biographies of seminal thinkers
- Case Studies on organizations such as Lehmann Brothers, The British Geological Survey and Microsoft
- Ideas and Perspectives features introduce and summarize key theories
- Greater coverage of the relationship between organization theory and management.

This book is suitable for final year undergraduate or postgraduate students for whom the study of organizational theory, analysis and design is an integral part of their degree programme. The text should also be of interest to students studying courses on management, and organizational behaviour.

**John McAuley** is Emeritus Professor of Organization Development and Management at Sheffield Business School, Sheffield Hallam University.

**Joanne Duberley** is Professor of Organisational Studies at Birmingham Business School, University of Birmingham.

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