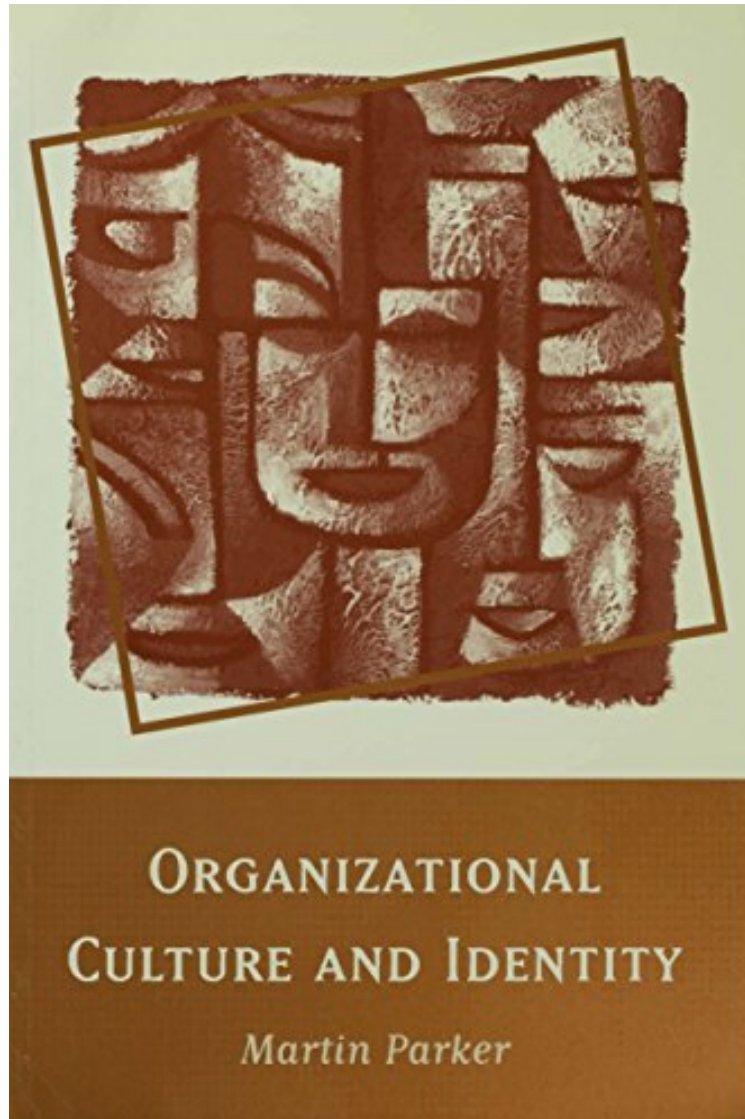


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Organizational Culture and Identity: Unity and Division at Work

Martin Parker

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Martin Parker : Organizational Culture and Identity: Unity and Division at Work before purchasing it in order to gauge whether or not it would be worth my time, and all praised Organizational Culture and Identity: Unity and Division at Work:

4 of 4 people found the following review helpful. valuable read for students of organization studiesBy Serdar KarabatiIn this book, Parker displays a coherent theoretical work in developing a stance against "managerial culturalism" which he believes has arisen from the American way of thinking obsessed with what he calls "manager-heroes", or "mental engineering" in general. Parker's criticisms of "managerial culturalism" are, in part, developed on the framework provided by Barley and Kunda. Parker argues that culture theme is a new wave of managerial control, a

new form of bureaucracy. "Culturalism is a reflection of the need to gain control while disguising it and hence being able to solicit the responsible autonomy of the workforce" says Parker, pointing to managerial efforts for creating a "false consciousness", a make-believe about no control is being exercised in the organization... The author also challenges the theme of "continuity" seen in the literature, defining organizations as "fragmented unities in which members identify themselves as collective at some times and divided at others..." This is an extremely valuable read for upper-level students of management and organization studies who are interested in how culture paradigm proliferated.

Organizational Culture and Identity discusses the literature concerned with culture in organizations and explains why the term has been invoked with such enthusiasm. Martin Parker presents further ways of thinking about organizations and culture which suggest that organizational cultures should be seen as 'fragmented unities' in which members identify themselves as collective at some times and divided at others.

Concerned with organizational culture, the central tenet of this book is that culture is not a harmoniously agreed principle, but a "fragmented" unity, where members are simultaneously both fragmented and unified.... the book moves on to offer detailed examples of the fragmentary nature of organizational culture through the analysis of ethnographic studies undertaken by the author within three differing industries; a health authority, small manufacturing foundry and a building society, with chapters devoted to each.... The introductory theory is very well illustrated...well signposted....[A]ppealing in its theoretical perspective to students of management organizational studies, ...its straightforward clarity will appeal to undergraduate sociology students' - Sociology `Concerned with organizational culture, the central tenet of this book is that culture is not a harmoniously agreed principle, but a "fragmented" unity, where members are simultaneously both fragmented and unified.... the book moves on to offer detailed examples of the fragmentary nature of organizational culture through the analysis of ethnographic studies undertaken by the author within three differing industries; a health authority, small manufacturing foundry and a building society, with chapters devoted to each.... The introductory theory is very well illustratedhellip;well signposted.hellip;[A]ppealing in its theoretical perspective to students of management organizational studies, hellip;its straightforward clarity will appeal to undergraduate sociology studentsprime; - - SociologyAbout the AuthorMartin Parker is a Professor of Culture and Organization at the School of Management, Leicester University