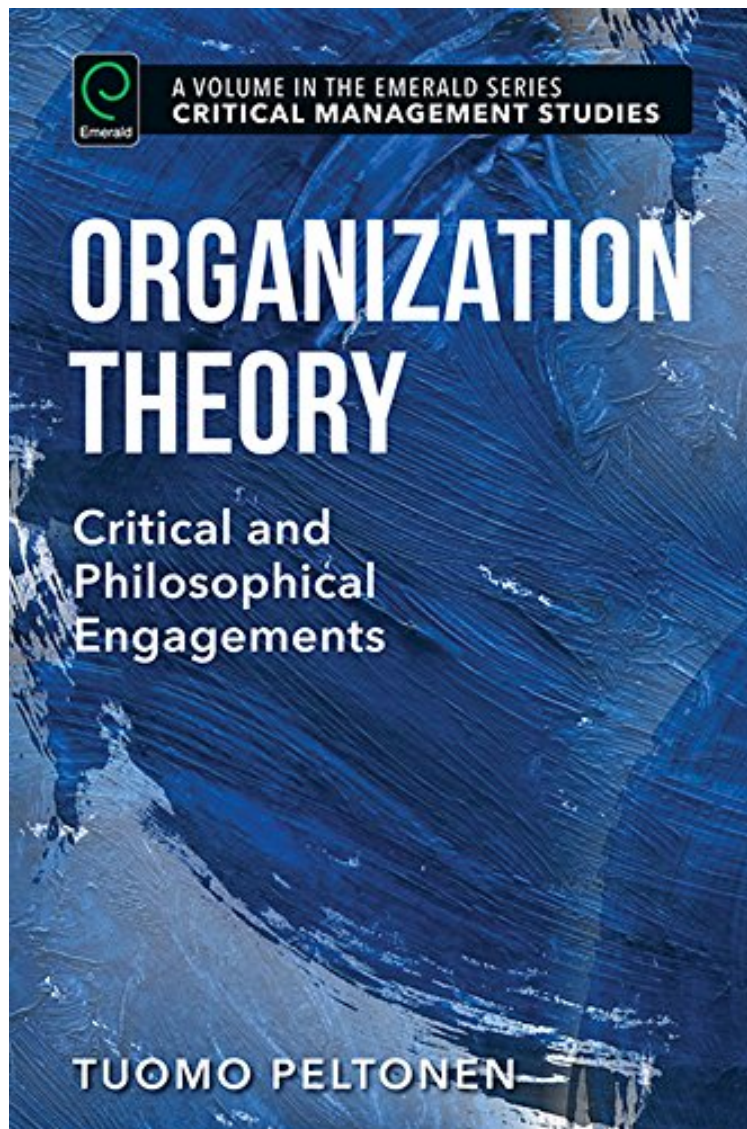


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## Organization Theory: Critical and Philosophical Engagements (Critical Management Studies)

*Tuomo Peltonen*

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**Tuomo Peltonen : Organization Theory: Critical and Philosophical Engagements (Critical Management Studies)** before purchasing it in order to gage whether or not it would be worth my time, and all praised Organization Theory: Critical and Philosophical Engagements (Critical Management Studies):

Understanding of the history and development of organization theory has recently made new advances through new work emerging on the history of management thought as well as through the institutionalization of critical approaches to organizations and organizational knowledge. There is a need to revisit the historical schools and their meaning for the contemporary debates in organizational theorizing, as well as to take a critical approach to the succession of paradigms. In addition, there is a continuing need in organization theory to distinguish between different metatheoretical influences behind new theories. In sum, a new version of the total historical development of organization is needed. This book addresses that need by directly using the historical sources of organization, instead of offering a secondary reading of the classics. It also shows how turns in social and cultural history intertwine with the changes in philosophical assumptions and social theoretical paradigms, without resorting to a simplified linear narrative. The book critically engages with both continuity and discontinuity between the different theoretical perspectives.

This is a thought provoking and imaginatively written book that explores in a critical fashion a wealth of organizational concepts and theories. Arguing for the need to re-read and re-think the classics, the book provides an illuminating history of organization theories, highlighting the intricate relationships between classical, modern and postmodern theories of organization. The author's sound scholarship and transparent style of writing make this ingenious book a top reader in organization studies. --Professor Mihaela Kelemen, Keele Management School, Keele University, UK  
In this fascinating new volume, Tuomo Peltonen not only provides comprehensive coverage of six key traditions that are core to understanding the origins of organization theory, he also sheds original light on the philosophical underpinnings of the subject. Taking the reader on a journey from classical to contemporary postmodern theory and all points in between, Peltonen arrives eloquently at some perceptive and far-reaching conclusions. In order to address the excesses of modernity, organization theorists need to rediscover the balance between metaphysics, empiricism and materialism in order to forge new ways of facilitating progressive organizational change. This book is a 'must read' for serious students of organization. --Professor Peter Case, Bristol Business School, University of the West of England, UK  
We need to update our understanding of organization theories, and Tuomo Peltonen delivers just that in this very useful and well-written book. The overview of classical, cultural modern, rational modern, interpretative, critical and postmodern approaches helps organizational scholars put things into perspective and to better understand the underlying onto-epistemological foundations of their and others' theorizing. As always, Peltonen combines intellectual insight with critical thinking in his unique and unapologetic style of writing. A very useful read for both people learning about organization theories and seasoned scholars working on these issues. Professor Eero Vaara, Aalto University School of Business, Finland  
Tuomo Peltonen has produced a quite brilliant analysis of the history and evolution of organization theory. Rather than restrict the analysis to traditional issues of strategy and structure, this lucid and engaging book also tackles a range of more challenging perspectives from interpretive and symbolic approaches, through critical and political paradigms, to recent work on postmodern and post-structural analysis. This is a thought-provoking and insightful book that academics, managers and students will enjoy. --  
Professor John Hassard, Manchester University, UK  
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