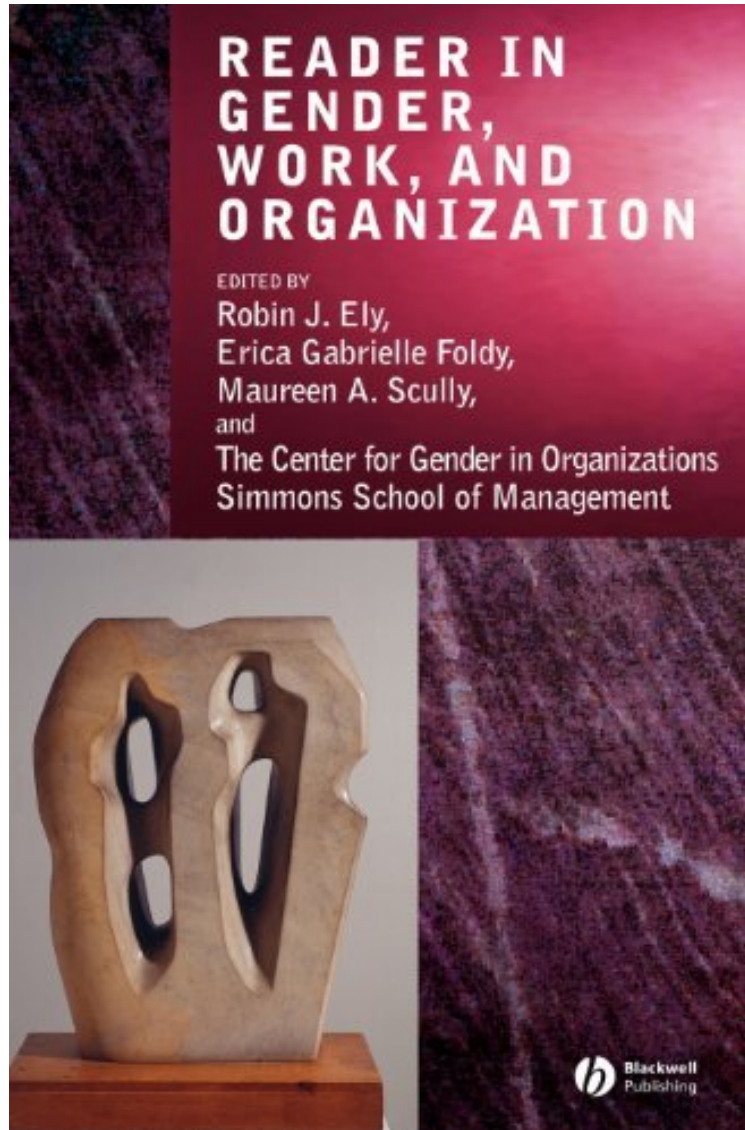


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Reader in Gender, Work and Organization

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From Wiley-Blackwell : Reader in Gender, Work and Organization before purchasing it in order to gage whether or not it would be worth my time, and all praised Reader in Gender, Work and Organization:

0 of 0 people found the following review helpful. Three StarsBy GliriaThank you.2 of 3 people found the following review helpful. An excellent contribution to literature about gender and workBy Diversity ScholarExcellent book for anyone interested in gender and work. The editors are aware of issues related to race, in addition to gender, which is an added bonus. Choose this book if you are serious about the topic. If you want something light and fluffy, go with a different book.

This reader uses an alternative approach to gender at work to provoke new thinking about traditional management topics, such as leadership and negotiation. Presents students with an alternative conceptual approach to gender in the workplace. Connects gender with other dimensions of difference such as race and class for a deeper understanding of diversity in organizations. Illustrates how traditional images of competence and the ideal worker result in narrow ways of thinking about work, limiting both opportunity and organizational effectiveness. Provokes new ways of thinking about leadership, human resource management, negotiation, globalization and organizational change.

"The Reader in Gender, Work and Organization is the best and most up to date compilation of research and theory which examines the interplay among these key factors shaping our daily lives. The structure of the book combines with the section overviews to provide a theoretically and practically useful framework for examining this vast literature and designing new research at the frontier of this important topic. This should be in every serious social scientist's personal library." David A Thomas, Harvard Business School "They have put together not only a very informative reader, but also one that will provoke discussion and debate in the classroom. I recommend it highly." Barbara A. Gutek, University of Michigan

From the Back Cover

This reader presents students with an alternative conceptual approach to gender in the workplace. This approach traces the alignment of commonly held assumptions about work and competence with idealized images of masculinity. The readings then illustrate how this alignment limits opportunities for all but a small narrowly defined segment of the workforce. These limitations not only affect the work experiences of women and men, but also restrict how work gets done, and therefore reduce organizational effectiveness. The contributors take stock of the most important recent work on gender and diversity in organizations and apply it to mainstream contemporary management. The result is a book that not only gives readers a deeper understanding of gender and diversity in organizations, but also provokes new ways of thinking about traditional topics, such as leadership, human resource management, negotiation, globalization and organizational change.

About the Author

Robin J. Ely is Associate Professor of Organizational Behavior at the Harvard Business School and affiliated faculty member at the Center for Gender in Organizations, Simmons School of Management. She is author of numerous articles published in scholarly and popular management journals and is a co-editor of *Mentoring Dilemmas: Developmental Relationships in Multicultural Organizations* (ed. with A. J. Murrell and F. J. Crosby, 1999). Erica Gabrielle Foldy is a Postdoctoral Fellow at Harvard Business School, a Researcher at the Center for Gender in Organizations, Simmons School of Management, and an Assistant Professor at the Wagner School of Public Service at New York University. Her work has been published in several journals and edited volumes. Maureen A. Scully is Professor of Management at the Center for Gender in Organizations, Simmons School of Management. She is author of numerous articles published in management journals and is a co-author of *Managing for the Future: Organizational Behavior and Processes* (with D. Ancona, T. Kochan, J. Van Maanen, and E. Westney, second edition 1998). She is currently working on a book, *Luck, Pluck, or Merit? How Americans Make Sense of Inequality*.