

**Conceptualising Organization:  
Studies in Philosophy, Sociology and History**

**A thesis submitted to The University of Manchester for the degree of  
Litt.D. in the Faculty of Humanities**

**2017**

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## CONTENTS

Title page	1
Contents	2
Abstract	3
Acknowledgements	4
Declaration	5
Copyright statement	7
Statement	9
Candidate's degrees, other qualifications and research experience	9
List of the publications submitted	10
Review of the work	12
Academic background	12
Categories of research	14
Commentary on the publications submitted	18
Appendix (i) Candidate's research funding awards	45
Appendix (ii) Candidate's authored books	53
Appendix (iii) Candidate's edited books	55
Appendix (iv) Candidate's editorship of special journal issues	57
Appendix (vi) Candidate's refereed journal articles	59
Appendix (vi) Candidate's chapters in edited collections	73
Appendix (vii) Candidate's conference and seminar papers	85
Appendix (vii) The papers	130

## ABSTRACT

The University of Manchester

John Stewart Hassard

Litt.D.

Conceptualizing Organization: Studies in Philosophy, Sociology and History

2017

This thesis comprises a selection of refereed journal articles published during my career as a business and management academic. It includes what I consider to be among the best crafted, although not necessarily most cited, or highly ranked, of my papers. In all, twelve pieces have been chosen for submission, and these are grouped under the headings *organizational philosophy*, *organizational sociology*, and *organizational history*. The contributions made by these publications, together with details of citation levels and associated awards, are discussed in the review of works. In these pieces – as in other journal articles, research monographs, chapters in edited collections, special journal issues, and conference and seminar papers (see Appendix) – I have contributed to debates, for example, in actor-network theory, historiography, labour process theory, managerial work, postmodernism, sociological paradigms, and temporality. The collection comprises, primarily, pieces for which I am either sole author or author who contributed the majority of scholarship, and therefore is first named. In three cases, however, I am not the first named author; these represent two instances where the authors decided to submit in alphabetical order – on the basis of approximately equal scholarship – plus an article where, although second named, I contributed a substantial amount to what is becoming a highly cited piece in its field. Of the dozen papers, nine have been published in journals rated ‘4/4\*’ (top category) on the Association of Business Schools (ABS) list, with the remaining three appearing in a journal rated 3 on ABS but which is a central reference point in my main field of study, organization theory. During my career, I have published (or had accepted for publication) 20 academic books, 95 refereed journal articles and 73 chapters in edited collections. Of my refereed articles, 31 have appeared in journals ranked ABS 4/4\*; with, of these, 23 being in FT50 (*Financial Times* “world leading”) journals. Among the latter, three articles have been published in what is generally accepted to be the highest ranked research journal in business, the *Academy of Management Review*, and two of these pieces are reproduced in the thesis. To support my research, I have received over £6 million from national and international funding bodies, with the majority provided by the Economic and Social Research Council, the Engineering and Physical Sciences Research Council, the National Institute for Health Research, and the European Union (see Appendix). Finally, according to Google Scholar, my research outputs have thus far received nearly 10,000 citations.

## ACKNOWLEDGEMENTS

First I would like to thank my supervisor, Professor Sir Cary Cooper. I have known Cary since I joined the Manchester School of Management (UMIST) in the 1990s. It has always been a pleasure to work and share ideas with you Cary, and especially pleasing that you agreed to supervise the preparation of this thesis.

I would also like to thank my academic colleagues both at Manchester and further afield. At Manchester I have been fortunate in working with such inspiring and helpful colleagues as Michael Bresnen, Gibson Burrell, Ed Granter, Damian Hodgson, Paula Hyde, Leo McCann, Damian O'Doherty and Dean Pierides. Elsewhere in the UK, I have been lucky in establishing long-term and productive research collaborations with Mihaela Kelemen (Keele University), Jonathan Morris (Cardiff University), Martin Parker (Leicester University), Stephen Procter (Newcastle University), Michael Rowlinson (Exeter University), Sudi Sharifi (Salford University) and Kenneth Starkey (Nottingham University). And outside the UK, Bill Foster (University of Alberta), Richard Marens (California State University), Jackie Sheehan (University College Cork), Roy Suddaby (University of Victoria, Canada) and Julie Wolfram Cox (Monash University) have been outstanding colleagues over many years.

Finally, and most importantly, I would like to thank my family – partner Roisin and our children Robert, Catherine, Elizabeth and Ruth; especially for their support and forbearance in putting up with someone who is far too often locked away in the 'work room'. It is to the Hassard tribe that this thesis is dedicated.

## DECLARATION

University of Manchester

### *Higher Doctorate Candidate Declaration*

Candidate Name: John Hassard

Faculty: Humanities

Higher Doctorate Title: Litt.D.

Declaration to be completed by the candidate:

Please describe briefly:

1. The nature and extent of your own contribution and the contribution of co-authors and other collaborators to each of the publications presented

The collection mainly comprises papers for which I am either the sole author or author who contributed the majority of scholarship (and therefore is first named). In three cases however I am not the first named author. These represent (a) two instances where the authors decided to submit in alphabetical order, on the assumption of equal input to scholarship (articles # 7 & 12) and (b) an article (#11) where, although listed as second author, I contributed a substantial amount of the

scholarship to what is becoming, in a relatively short period of time, a highly cited article in my field.

2. Whether any (and if so which) of the work presented has been submitted in support of a successful or pending application for any other degree or qualification of this or any other University or of any professional or learned body

None of these works has been submitted in support of a successful or pending application for any other degree or qualification of this or any other University or of any professional or learned body.

I confirm that this is a true statement and that, subject to any comments above, the submission is my own original work.

Signed:

Date:

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from the Head of the Alliance Manchester Business School or the Dean of the Faculty of Humanities.

## STATEMENT

### **Candidate's degrees, other qualifications and research experience**

I have has thus far been awarded a Bachelor of Arts (Honours) in Organization Studies (University of Lancaster, 1980), a Master of Science in Applied Psychology (University of Aston, 1981) and a PhD in Organization Studies (University of Aston, 1985). My postgraduate studies (MSc and PhD) were funded by the Social Science Research Council and my doctorate was awarded without corrections. In addition, I was awarded an honorary doctorate from the University of Oulu, Finland, in 2009 for contributions to research in management and organization studies.

With regard to academic research output and experience, to date (as of December 2016) I have published 20 books, 95 refereed journal articles and 73 chapters in edited collections. Much of this published output results from the 30 funded research investigations I have participated in as either Principal Investigator or Investigator since 1986. The amount of funding to support these research investigations has, to date, totalled over £6 million, and been awarded for example by the Economic and Social Research Council, the Engineering and Physical Sciences Research Council, the National Institute for Health Research, the British Council, and the European Union.

## List of publications submitted

The publications (see appendix vii) submitted for this thesis and grouped according to subject are as follows:

### *Organizational Philosophy*

- 1 "Overcoming Hermeticism in Organization Theory: An Alternative to Paradigm Incommensurability", *Human Relations*, 1988, 41 (3): 247-259
- 2 "Multiple Paradigm Research in Organizations: A Case Study", *Organization Studies*, 1991, 12 (2): 275-299
- 3 "Production and Consumption in Organizational Knowledge: The Case of the Paradigms Debate", *Organization*, 2002, 9 (2): 331-56 (with M Kelemen)
- 4 "Can Sociological Paradigms Still Inform Organizational Analysis? A Paradigm Model for Post-paradigm Times", *Organization Studies*, 2013, 34 (11): 1701-1728 (with J Wolfram Cox)

### *Organizational Sociology*

- 5 "Aspects of Time in Organization", *Human Relations*, 1991, 41 (2): 27-39

- 6 "Postmodern Organizational Analysis: Toward a Conceptual Framework", *Journal of Management Studies*, 1994, 31 (3): 303-324
- 7 "Actor-Network Theory, Organizations and Critique: Towards a Politics of Organizing", *Organization*, 2010, 17 (4): 419-435 (with R Alcadipani)
- 8 "My Brilliant Career': New Organizational Forms and Changing Managerial Careers in Japan, UK and USA", *Journal of Management Studies*, 2012, 49 (3): 571-99 (with J Morris and L McCann)

#### *Organizational History*

- 9 "Researching Foucault's Research: Organization and Control in Joseph Lancaster's Monitorial Schools", *Organization*, 2002, 9 (4): 615-641 (with M Rowlinson)
- 10 "Rethinking the Hawthorne Studies: The Western Electric Research in its Social, Political and Historical Context", *Human Relations*, 2012, 66 (11): 1431-61
- 11 "Research Strategies for Organizational History: A Dialogue between Historical Theory and Organization Theory", *Academy of Management Review*, 2014, 39 (3): 250-274 (with M Rowlinson and S Decker)

- 12 “What is Organizational History? Toward a Creative Synthesis of History and Organizational Studies”, *Academy of Management Review*, 2016, 41 (4): 590-608 (with P Godfrey, E O’Connor, M Rowlinson, and M Ruef)

## **Review of the work**

### ***Academic background***

In terms of academic background, I have been Professor of Organizational Analysis at the University of Manchester since 1998, joining initially the Organizational Analysis Group of the Manchester School of Management (MSM), UMIST. Since coming to Manchester I have been Subject Area Group Head, Acting Division Head, Head of Research Committee (MSM) as well as a member of management committees such as Academic Development and Resources Committee (UMIST). Before coming to Manchester I was Head of the School of Management at Keele University, and before that the Postdoctoral Fellow at the London Business School. For over a decade (2000-2011) I was Fellow of Management Learning at the Judge Business School, Cambridge University (Corpus Christi College); a visiting position mainly involving research and teaching activities. Over the years I have also been a Trustee and Director of a major scholarly charity in my field – The Society for the Advancement of Management Studies – and an editorial board member of 21 academic journals; including, for over a decade, being Chairman of the Board for Europe’s oldest social science journal, the *Sociological Review*.

My submission for the award of a Higher Doctorate is based however on my record as a researcher in business and management studies. During my time at Manchester I have demonstrated a strong record for scholarship in the field of organization studies and in particular contributed to debates in actor-network theory, embodiment, healthcare management, labour processes, organizational forms, sociological paradigms, postmodernism, temporality and work flexibility. Thus far I have received over £6 million from national and international funding bodies for research projects in these and other areas (the full list of my research awards is presented below). In turn, this large amount of input funding has generated a significant number of research outputs. As noted, thus far I have published (or had accepted for publication) 20 academic books, 95 refereed journal articles and 73 chapters in edited collections (the full list of my publications is also presented below). My books have been published by houses, such as Blackwell, Cambridge, Macmillan, Routledge, and Sage. Of my research articles, 31 have been published in 4/4\* ranked journals (top category) on the Association of Business Schools List, of which 23 are in FT50 (Financial Times “world leading”) journals. (Note: many articles published earlier in my career were in non-ABS list journals/fields; e.g. research in engineering, manufacturing and production economics.) I currently have nearly 10,000 citations on Google Scholar. In the 50 year history of Manchester Business School I was the first member of faculty to publish in what is ranked the highest ranked journal in business research, the *Academy of Management Review*, and at the time of writing (December 2016) my third article for that journal has just been published. Additionally, I have won a number of Best Paper awards at international conferences, including two at *The Academy of Management*, and in

2009 was awarded an honorary doctorate by the University of Oulu, Finland, for “path-breaking research in organization theory”.

For these and other reasons I feel it is timely to submit a selection of my academic papers for a higher doctorate. The thesis is based on a collection of what I consider to be among the best crafted, although not necessarily most cited, or highly ranked, of my published journal articles. They remain however pieces I have particularly enjoyed researching and taken great pride in writing.

### ***Categories of research***

*Empirical research.* Over the decades my research has mainly explored issues of management and organization through empirical, theoretical and historical analysis. For empirical research, since the early 1980s I have completed a large number of fieldwork investigations into organizational change and the nature of managerial work, and signally within health, manufacturing and service sector organizations. A large number of these studies have been funded by the Economic and Social Research Council (ESRC), the Engineering and Physical Sciences Research Council (EPSRC) and the National Institute for Health Research (NIHR). In chronological order, these studies concern:

*a multi-paradigmatic analysis of work behaviour in the UK Fire Service (“Multiple Paradigms and Organizational Analysis”, ESRC, 1981-84);*

*a study of cellular, team-based and group working at Lucas Industries (“New Technology, Structure and Culture”, ESRC, 1986-87);*

*a multi-sector investigation into leadership behaviour and the nature of managerial work (“Managerial Futures”, company funded, 1986-88);*

*investigations into work redesign and production quality at International Computers Ltd (ICL) (“Design and Implementation of High Variety Assembly Systems”, EPSRC, 1987-90 and “The Limits to Flexibility in Electronics Production”, ESRC, 1990-92);*

*an analysis of computer integrated manufacturing and advanced production technology at Lucas Industries (“The Design, Implementation and Operation of Computer Integrated Manufacturing”, EPSRC, 1990-93);*

*comparative studies of manufacturing management in Europe (“The Management of Manufacturing in Four European Countries”, 1993-95 and “An Analysis of Manufacturing Management in the Newly Independent States of the Former Soviet Union”, 1995-97, both European Community);*

*studies of product innovation and outsourcing in the UK ceramic industry (“Improved Manufacturing and Products in the Ceramics Industry”, EPSRC, 1996-99, and “Changing Organizational Forms and the Reshaping of Work”, ESRC, 1999-2002);*

*a comparative study of the status and nature of middle managerial work in multinational firms ("The Future of Managerial Work: Middle Managers in the UK, USA and Japan", ESRC, 2001-04);*

*studies of economic reform and enterprise restructuring in China, notably in relation to the steel industry ("Management and Work Organization in the Chinese Iron and Steel Industry", British Council, 1993-96; "Case Analysis of the Contract Responsibility Management System at the Shougang Corporation, Beijing". ESRC, 1994-96; "Case Analysis of the Modern Enterprise System in the Chinese Steel Industry". ESRC, 1998-2001; "State-Enterprise Reform, Surplus Labour and the Reemployment Programme in Shanghai, PRC", UMIST funding, 2002-03; and "The Status of the Group Company System Experiment in the Chinese Steel Industry", Nottingham University funding, 2004-06);*

*and most recently further studies of the roles and behaviour of managers ("Roles and Behaviour of Middle Managers", NHS National Institute for Health Research, 'Service, Delivery and Organization' initiative, 2009-12); management socialisation and knowledge transfer ("Being a Professional, Becoming a Manager: Socialisation and Knowledge Transfer within and across Communities of Practice in Healthcare Organisations", NHS National Institute for Health Research – "Service, Delivery and Organization" Initiative, 2010-2013), and managerial work in international perspective ("Organizational Forms and Managerial Work in Comparative Perspective", Lord Alliance Strategic Research Investment Fund, 2017-2020).*

These studies have been conducted in collaboration with a number of long-standing research colleagues, including Paula Hyde (Manchester University), Leo McCann (Manchester University), Jonathan Morris (Cardiff University), Stephen Procter (Newcastle University), Michael Rowlinson (Exeter University), and Jackie Sheehan (University College Cork). Full details of the funds awarded to support my empirical research are presented in appendix (i).

*Theoretical and historical research.* In addition to empirical research, I have conducted a large number of theoretical and historical investigations into issues of management and organization. This work has often involved a synthesis of concepts from organization theory and social theory, and includes for example writing on actor-network theory, labour processes, sociological paradigms, postmodernism, and time and temporality. Much of this research is influenced by writing on the 'critical management studies' project and involved collaboration with long-standing research colleagues such as Ruth Holliday (Leeds University), Mihaela Kelemen (Keele University), Martin Parker (Leicester University), Michael Rowlinson (Exeter University), Kenneth Starkey (Nottingham University), Hugh Willmott (City University) and Julie Wolfram Cox (Monash University). Full details of my publications and academic presentations (including, authored and edited books, editorships of special journal issues, refereed journal articles, chapters in edited collections, and conference and seminar papers) are presented in appendices (ii) – (vii).

### ***Commentary on the publications submitted***

Of the currently 95 articles I have published in refereed academic journals I submit a dozen for examination in this thesis. This is on the basis that they serve to form a thesis of manageable size for external examiners to evaluate, and represent a cross section of outputs from my career scholarship to date. As stated in the Declaration, this collection mainly comprises papers for which I am either the sole author or the author who contributed the majority of scholarship (and therefore is first named). In three cases, however, I am not the first named author; these represent two instances where the authors, given roughly equal input to scholarship, decided to submit in alphabetical order (articles # 7 & 12); and an article (# 11) where, although second author, I contributed a substantial amount of the scholarship to what is becoming, in a relatively short period of time, a highly cited piece in my field. Of the papers overall, nine have been published in journals rated 4/4\* (highest category) on the Association of Business Schools (ABS) list. The remaining three are published in *Organization*; which has an ABS rating of 3 but is a key journal in the field for which I am best known, organization theory. For thematic purposes, I have sub-divided the papers selected into three research areas – organizational philosophy, organizational sociology and organizational history. In many ways, however, these categories overlap in terms of analysing the main theme of this thesis – conceptualising organization.

## *Organizational Philosophy*

My earliest academic research can be classified under what I have termed 'organizational philosophy' and represents, in particular, theoretical work influenced by the conventionalist philosophy of science of Thomas Kuhn (1962, 1970). As an undergraduate I studied in a department whose staff members were heavily influenced by writing in the philosophy of science and sociology of knowledge, as well as by a nascent literature on poststructuralist and more broadly postmodern approaches to conceptualising organization. Indeed several members of this relatively small department (Behaviour in Organizations, Lancaster University, UK) went on to develop stellar reputations for research and writing at the interface of social philosophy and organization theory (for example, Gibson Burrell, Robert Cooper and Gareth Morgan) whilst others gained equally impressive reputations for work at the interface of social philosophy and organization psychology (for example, Frank Blackler, Colin Brown and Heather Hopfl). Most importantly, however, during the final year of my undergraduate studies Gibson Burrell and Gareth Morgan published *Sociological Paradigms and Organizational Analysis* (1979), a work largely taking recourse to concepts from Kuhnian theory. This book (one of the most highly cited in management and organization theory during the last half century – Google Scholar suggests over 11000 citations to date) significantly influenced my thinking on the concept of organization and, together with the excellent teaching I received at Lancaster (in organizational sociology, occupational psychology and industrial relations) was the inspiration for my subsequent application to undertake doctoral research in management and organizational studies at Aston University in the early 1980s.

The proposal I submitted to Aston was straightforward: whereas Burrell and Morgan had explored sociological paradigms theoretically, I would investigate them empirically; in order, that is, to determine whether a 'multi-paradigm' approach to organizational research could be operationalised. This doctoral work – a study of firefighters' work behaviour from the perspectives of functionalism, interpretivism, humanism and structuralism – resulted not only in the publication of a monograph for Cambridge University Press (*Sociology and Organization Theory: Positivism, Paradigms and Postmodernity* – 400 citations to date according to Google Scholar), plus a number of refereed journal articles and book chapters, but importantly cemented a scholarly interest in the paradigm concept that continues to this day. Indeed I am currently co-organizing the stream of the 2017 European Group for Organization Studies (EGOS) conference devoted to 'paradigm diversity' (sub-theme 13) and editing a forthcoming special issue of *Studi di Sociologia* devoted to 'paradigm thinking in organization studies.' The first section of this thesis, therefore, is devoted to a selection of articles reflecting my work on the paradigm concept from the 1980s onwards – articles that have contributed to what, over the years, has become known as the 'paradigm wars' debate.

The opening article in this section is "Overcoming Hermeticism in Organization Theory: An Alternative to Paradigm Incommensurability" (1988), published in *Human Relations*. This represented my first piece published in a journal ranked, in contemporary terms, 4/4\* on the ABS list. According to Google Scholar it has currently a total of 79 citations. Written when I was The Postdoctoral Fellow at the London Business School (1986-1987), the paper was also the first substantial piece

developed from my doctoral research. The paper considers a major logical problem at that time confronting organizational analysis: that while under Kuhnian theory paradigms were supposed to be incommensurable, analytical movement between them was seen as unproblematic. In other words, writers were often found to suggest that paradigms were exclusive phenomena yet still advocated, rather illogically, the potential for inter-paradigm research (Ritzer, 1975; Burrell and Morgan, 1979; Pondy and Boje, 1981; Morgan, 1986). To try to make sense of this paradox, and to establish an argument for paradigm mediation – for researchers undertaking empirical work – the paper returned to the origins of the debate in works debating Kuhn's early historical and philosophical writings. However, in finding much equivocation in Kuhn, and notably in his celebrated debate with Karl Popper, the candidate's argument for paradigm mediation began to draw, instead, more upon the work of the 'later' Wittgenstein, in order to facilitate a sense of what Giddens' (1976) termed 'relativity without relativism.' The analysis presented in the paper ultimately rejected both Kuhn's (1962) 'strong' thesis of paradigm incommensurability and Popper's (1970) notion of liberal transitions in favour of exploring a theoretical middle ground through Wittgenstein's (1953) concept of the 'language-game of everyday life.' For organizational analysis, the paper argued for being 'trained into' new paradigms, given the premise that unorganized experience cannot order perception (Phillips, 1977). In the years that followed, the paper came to be referenced by authors not only wishing to make theoretical sense of the 'paradigm wars', but also by those requiring logic for conducting empirical organizational research, especially research taking recourse to a plurality of theoretical perspectives and positions.

The second paper in this section – “Multiple Paradigm Research in Organizations: A Case Study” (1991) – was one that developed logically from the first. Whereas the piece in *Human Relations* attempted to provide logic for conducting research based on multiple sociological paradigms, this paper – published three years later in (the ABS 4 rated and FT50) journal *Organization Studies* – reported a first empirical investigation operationalising such a method. Currently with 301 citations according to Google Scholar, the piece describes what, then, was a new and seemingly ambitious methodology for research in management and organizational studies – *multiple paradigm research*. Specifically the article presented results from a case study which used the Burrell and Morgan (1979) four-paradigm model as the framework for studying aspects of work behaviour in a large public sector organization, the UK Fire Service. The objective was to look at the Fire Service from four different world views, based on functionalist, interpretive, radical humanist and radical structuralist forms of theorising and analysis. The outcome was a set of empirical studies that reflected contrasting ontological, epistemological and methodological assumptions. These studies were based variously on deploying questionnaire, interview, ethnographic and historical methods to research, respectively, issues of work motivation, job design, training and industrial relations in the organization. In so doing, two sets of research findings were generated from *interpretive* epistemological positions, while a further two from essentially *positivist* perspectives. Similarly, in terms of political perspectives, two sets of results were produced in line with a spirit of sociological *consensus* whilst another two with sociological *conflict*. Ultimately the findings from the four studies were compared and issues associated with developing the method of ‘multiple paradigm research’ debated in terms of its potential use in management and organization studies. In a

relatively short space of time, the method came to influence other research approaches directed at similarly employing a plurality of perspectives in empirical investigations; especially Schultz and Hatch's (1996) claims for 'paradigm interplay' and Lewis and Grimes' (1999) proposals for 'meta-triangulation', with the latter promoting significant debate in what has more recently been called the 'paradoxes' literature in organizational analysis (Lewis, 2000; Lewis and Kelemen, 2002; Sundaramurthy and Lewis, 2003; Andriopoulos and Lewis, 2009)

The third paper in this section is "Production and Consumption in Organizational Knowledge: The Case of the Paradigms Debate" (2002), a piece co-written with Mihaela Kelemen and published just over a decade following the candidate's *Organization Studies* piece; this time in the ABS 3 ranked journal, *Organization*. At the time of writing, this article has 133 citations according to Google Scholar. In the period since "Multiple Paradigm Research in Organizations" was published, the social sciences in general and management and organization studies in particular had been consumed by writings on post-structuralism, and more broadly, postmodernism. The candidate was intrigued by the impact of such writing, and around this time published several books and articles on themes and issues at the interface between organization theory and postmodernism. Initially, this saw general discussions in books such as *The Theory and Philosophy of Organizations: Critical Issues and New Perspectives* (1990, with Denis Pym), *Sociology and Organization Theory: Positivism, Paradigms and Postmodernity* (1991), *Postmodernism and Organizations* (1993, with Martin Parker) and *Towards a New Theory of Organizations* (1994, also with Martin Parker). Later book-length contributions, however, sought to analyse specific issues in social and organizational theory from

the standpoint of post-structural analysis. Notable here were discussions, for example, of networks, representation, and embodiment in books such as *Actor Network Theory and After* (1999, with John Law), *Organization/Representation: Work and Organizations in Popular Culture* (1999, with Ruth Holliday), *Body and Organization* (2000, with Ruth Holliday and Hugh Willmott), and *Contested Bodies* (2001, with Ruth Holliday); with further reflections on these issues being presented some years later in the book, *Disorganization Theory: Explorations in Alternative Organizational Analysis* (2008, with Mihaela Kelemen and Julie Wolfram Cox). The third paper in this section, therefore, was a product of such theorising and concerned how debates on the production of knowledge in organizational analysis could be interpreted from a largely post-structural, 'sociology of consumption' perspective. Drawing upon the work of writers such as Jean-François Lyotard, Michel de Certeau and Stanley Deetz, the analysis rejected both positivist and conventionalist theses on knowledge production in favour of a deconstructionist approach – one that embraced acts of production and consumption in a more reflexive way. The argument was developed by way of a case study of knowledge production and consumption in management and organization theory. Through an assessment of issues such as scientific status and institutional control – and centrally in relation to the 'paradigm incommensurability' debate (see earlier) – a taxonomic analysis of styles of knowledge production and consumption was proposed. Five main 'camps' of management and organization theorists were analysed in this taxonomy: what we termed 'non-consumers', 'integrationists', 'protectionists', 'pluralists,' and 'postmodernists'. The taxonomy described the basic knowledge philosophies of these camps and subjected each to evaluation and critique. In so doing, the analysis saw, inter alia, Jeffrey Pfeffer's (1997) well-known proposals for producing an

integrated knowledge paradigm for organizational analysis – the so-called ‘Pfefferdigm’ thesis – subjected to critique by recourse to the more indeterminate rationalities and modes of signification of postmodernism. Ultimately, for understanding processes of knowledge production and consumption, it was argued that the notion of ‘discourse’ may offer greater explanatory power than that of ‘paradigm’, a line of analysis that gained much traction in organization studies in subsequent years; with, for example, the development of the International Conference on Organizational Discourse, at which the candidate was invited to make a keynote address in the year the present paper was published, 2002.

The final paper in this section is “Can Sociological Paradigms Still Inform Organizational Analysis? A Paradigm Model for Post-paradigm Times” (2013), a paper co-written with Julie Wolfram Cox and published in the (ABS 4 and FT50) journal *Organization Studies*. To date, it has 41 citations according to Google Scholar. This paper represented something of a volte face in terms of the candidate’s theorising on organization. Like other organization theorists, the candidate had rather abandoned the philosophical concept of paradigm during the period of the ‘postmodern turn.’ Indeed, in organization studies, one of the reasons for this seemed to be the impossibility of analysing contributions to the new ‘third order’ of post-structural and postmodern research in terms of the dimensions used to evaluate the traditional theory orders of sociology: agency and structure. It was in fact during a family holiday in Tenerife in 2010 that the candidate hit upon the idea of trying to achieve what some authors had considered ‘heresy’ (Calás & Smircich, 2003) – developing a framework for conceptualising post-structuralism as a sociological ‘paradigm’. In seeking to do so, the paper initially returned to what throughout the

1980s and 90s had been the most influential model for classifying theories of management and organization, the Burrell and Morgan (1979) model. This was revisited in order to provide meta-theoretical analysis of the major intellectual movement to emerge in the decades since *Sociological Paradigms and Organizational Analysis* (and the four paradigm model) had been published – post-structuralism and more broadly postmodernism. Proposing a retrospective paradigm for this order the argument was developed that its theory and research could be characterized meta-theoretically as ontologically *relativist*, epistemologically *relationist*, and methodologically *reflexive*, with this also representing work that could be termed *deconstructionist* in its view of human nature. When this paradigm was explored further; in terms of Burrell and Morgan’s assumptions for the ‘nature of society’, two analytical domains emerged – *normative post-structural* and *critical post-structural*. Assessing the types of research developed within them, and focusing on actor-network theory in particular, we described how post-structural and postmodern thinking could be classified *within*, rather than outside of, or after, the Burrell and Morgan model. As a result of this exercise we demonstrated not only that there were few logical barriers to evaluating organizational knowledge on meta-theoretical grounds, but also how recent intellectual developments could be seen as resting on a qualitatively different set of meta-theoretical assumptions to those of established sociological traditions of agency and structure. The paper has played its part recently in reinvigorating research on sociological paradigms with, as noted, the candidate being involved both in editing a forthcoming special journal issue and co-organising a sub-theme of the EGOS conference on the topic.

## *Organizational Sociology*

The second section of this thesis concerns contributions to *organizational sociology*. This section conceptualises a broader set of issues relating to organization (viz. time, postmodernity, actor networks, and careers) to those comprising Parts One and Three; which focus on sociological paradigms and historical method respectively. It also contains papers that overlap thematically with those of other sections; in particular, with Part One and pieces addressing post-structuralism and postmodernism. This section is also broad in that, while predominantly theoretical, it contains an example of the candidate's empirical research – a piece on managerial work. However, in a thesis whose motif is 'conceptual' analysis, it has not been thought appropriate to include a large number of the writer's empirical papers, many of which explore issues of organizational change in public and private organizations, and often from a comparative and international business perspective. Suffice it to say that such papers have been published in journals ranked equal in status to those represented in the thesis. These journals include, for example, the (ABS 4 ranked) *British Journal of Industrial Relations*, *British Journal of Management*, *Human Relations*, *Industrial Relations*, *Journal of Management Studies*, and *Organization Studies* (see Appendix v). Examples of this empirical work can also be found in several book length contributions by the candidate and his colleagues over the last decade; such as: *China's State Enterprise Reform: From Marx to the Market* (2007, with Jackie Sheehan, Rose Zhou, Jane Terpstra-Tong and Jonathan Morris); *Managing in the Modern Corporation: The Intensification of Managerial Work in the USA, UK and Japan* (2009, with Leo McCann and Jonathan Morris); *Critical Leadership: Leader-Follower Dynamics in a Public Organization* (2013, with Paul

Evans and Paula Hyde); *Deconstructing the Welfare State: Managing Healthcare in the Age of Reform* (2016, with Ed Granter, Paula Hyde, and Leo McCann); *Managing Modern Healthcare: Networks, Knowledge and Practice* (2017, with Michael Bresnen, Simon Bailey, Damian Hodgson and Paula Hyde); and *Inside the Compassionate Organization: Culture, Identity and Image in an English Hospice* (2017, with Alan Baron, Fiona Cheetham and Sudi Sharifi). A large number of these studies have been funded by the British Council, the Economic and Social Research Council (UK), the Engineering and Physical Sciences Research Council (UK), the European Union, and the National Institute for Health Research (UK) (see Appendix i).

The first paper in this section – "Aspects of Time in Organization" (1991), published in the (ABS 4 and FT50) journal *Human Relations* and currently with 108 citations on Google Scholar – concerns analysis of time use, experience and structuring under various forms of work organization. Time has been one of the candidate's habitual research interests since the days of his doctoral research in the 1980s. Indeed a major part of his doctoral thesis concerned a historical study of time use in the UK Fire Service, a study reported partially in the second paper of this thesis and more extensively in the book *Sociology and Organization Theory: Positivism, Paradigms and Postmodernity* (1993). Other books in which the author has developed analyses of time and temporality in management and organizational settings are *Time, Work and Organization* (1989, with Paul Blyton, Stephen Hill and Kenneth Starkey) and *The Sociology of Time* (1990), both of which have recently been reissued. The present paper is representative of this work and concerns the structure and experience of time – specifically processes whereby family, school and workplace,

for example, teach us rigid time disciplines. Drawing in particular on concepts from labour process theory, the paper discusses how such institutions segment everyday activities into precise temporal units and thus condition us to an organized time-consciousness, a process which sees humans subscribe to times which are frequently external and specialized in nature. In line with the development of pluralistic forms of analysis (see Part One), this 'objective' argument is then, itself, contrasted with what can be termed more 'subjective' or voluntaristic forms of temporal sensibility. This section of the paper discusses the social construction of time, in the sense of particular 'times' being created to structure the working day; something brilliantly described by Roy (1959) in his paper on low skilled manufacturing work, *Banana Time: Job Satisfaction and Informal Interaction*. Nevertheless, the paper ultimately argues that in both industrial and post-industrial societies, the external and highly specialized organization remains not only the primary regulator of time, but also and increasingly the main claimant. Issues of time and temporality remain a key concern in the author's empirical work and especially in relation to his current empirical analysis of managerial work in large firms (see later), or what the candidate and his colleagues have called the current era of 'normalised intensification' for the managerial profession.

The second paper in Part Two, "Postmodern Organizational Analysis: Toward a Conceptual Framework" (1994) – published in the ABS 4 and FT50 *Journal of Management Studies* and currently with 124 citations according to Google Scholar – links to the more philosophically-oriented concerns of Part One. However, rather than consider postmodernism exclusively in epistemological and ontological concerns, the paper also discusses other, more tangible, uses of the term for

audiences in organizational sociology. Basically, the paper contrasted modern and postmodern forms of explanation before tackling the issue of whether postmodernism should better be described as an 'epistemology' (see Part One) or else an 'epoch' (an historical and economic periodisation) – a distinction at the heart of much sociological debate at the time. Through reference to the works of writers such as Jean Baudrillard, Jacques Derrida and Jean-Francois Lyotard, the article developed an inventory of key concepts for a postmodern approach to organizational sociology to consider and develop – namely, 'representation', 'reflexivity', 'writing', 'de-centring the subject' and '*differance*.' By classifying some of the characteristic arguments underpinning these concepts, the paper not only differentiated the main uses of post-structuralism and postmodernism in the management and organization studies literature, but also sought to synthesise elements of epochal *and* epistemological theorising for a more relational 'third order' approach to organization research.

The third paper in the section, "Actor-Network Theory, Organizations and Critique: Towards a Politics of Organizing" (2010), was co-written with Rafael Alcadipani and published in the (ABS 3 ranked) journal, *Organization*. It currently has 168 citations on Google Scholar and was the 'most viewed' article on-line in *Organization* during 2011. In terms of background, from the mid-1990s onwards the candidate had devoted much of his research to evaluating the potential contribution of an emerging actor-network theory, from sociology, to management and organization studies. During this period he developed a productive relationship with the sociologist John Law (then Keele University, now the Open University) and together they organized the conference "Actor-Network and After," held at Keele University in July 1997.

Among those who accepted our invitation to attend included such well-known figures as Michel Callon, Bruno Latour and Marilyn Strathern. Papers from the conference eventually came to form chapters for a book co-edited with John Law and published by Blackwell shortly afterwards, *Actor Network Theory and After* (1999); which currently has 2440 citations according to Google Scholar. Actor-network theory has in fact been the focus for many articles published by the candidate over the last two decades, plus the topic of a special issue he co-edited with John Law and Nick Lee (Warwick University) for the journal, *Organization*. Of the candidate's papers on actor-network theory, he has chosen this one because it broke new ground. Despite growing popularity within a range of social science fields, the theory had often been considered controversial in that it appeared to promote a perspective that lacked substantive political critique. This was a charge deemed particularly true in actor-network theory's 'translations' in management and organization studies (Whittle and Spicer, 2008). In this article, however, we argued that the sociologically more critical 'ANT and After' literature offered potential to develop such critique. We suggested in particular that 'ANT and After' represented an approach with the possibility to *de-naturalise* organization, deliver a sense of *critical performativity*, and also offer a more *reflexive* approach to management and organizational knowledge. Using a range of examples, we argued ultimately that 'ANT and After' can offer a more critical perspective, generally, through developing a 'political ontology of organizing'. One of the most pleasing outcomes from this work in recent management and organization studies, has been the large number of doctoral theses and research articles based on an actor-network view, many of which the candidate has himself examined or reviewed. Many of the former have been developed into insightful monographs (e.g. Durepos and Mills, 2012; Hamilton and Taylor, 2015) while many

of the latter published in highly ranked academic journals (papers that cannot be identified due to 'blind' reviewing protocol).

The final paper in the organizational sociology section is “‘My Brilliant Career’: New Organizational Forms and Changing Managerial Careers in Japan, UK and USA,” (2012), co-written with Jonathan Morris and Leo McCann and published in the (ABS 4 and FT50 ranked) *Journal of Management Studies*. It currently has 36 citations according to Google Scholar and is one the series of empirical articles on managerial work and organizational change mentioned earlier (many of which have been published in journals ranked ABS 4 and FT50). Much of this work has focussed, and continues to focus, on the changing nature of the managerial career, notably in large corporations and especially in connection with middle layers of enterprises. In this paper, we note initially how the end of the traditional management career has regularly been heralded, but supported by largely anecdotal data. The paper explains how the ‘old’ career saw managers experience long-term stability of tenure within large and economically stable organizations – firms which possessed well established internal human resource markets to facilitate flows of managerial labour. The paper goes on to illustrate how the ‘new’ career reflects qualitatively different employment arrangements. Notable here is that the psychological responsibility for career development is seen to shift from employer to employee, and with careers often being progressed ‘across’ organizations rather than through traditional incremental vertical movement. We discuss how such change is often associated with the creation of new organizational forms and specifically the development of new human resource management practices, which both serve to engender a sense of employment insecurity. We explored the ‘reality’ of these new career

arrangements in Japan, the UK, and USA, through a large number of in-depth, semi-structured interviews with junior, senior but mostly middle managers. The data we collected indicated that in each country the majority of case study organizations had in some way recently downsized and/or delayered, often with hybrid structural forms emerging as a result. We also found that career prospects for many managers became significantly diminished, with far fewer promotions available under the new structural arrangements. Although not necessarily the direct result of Anglo-American style business practices, similar changes to career trajectories were witnessed in Japan as in the UK and USA. On the whole our data suggested these were generally factors and forces of which middle managers in each country were critical. Although this was planned to be the last paper from the originally ESRC-sponsored research, given the seeming success of our research (at last least in publication terms, with a large number of ABS 4 and FT50 ranked articles, plus praise in reviews of a book linked to the research, *Managing in the Modern Corporation: The Intensification of Managerial Work in the USA, UK and Japan*, 2009, Cambridge University Press) we have been fortunate in securing funding from the Lord Alliance Strategic Research Investment Fund to support a kindred (three year) study in this area. This will facilitate not only further research in our original sample countries (Japan, the UK, and USA) and other liberal market and coordinated economies (Australia and Germany respectively), but also in large firms of the BRIC economies (specifically China and Brazil). Recently, a contract has been signed for the candidate and colleagues to edit a special issue of the (ABS 4 and FT50 ranked) journal *Human Relations* on issues related to this research.

## *Organizational History*

The final section of the thesis concerns the candidate's research in organizational history. Prior to undergraduate studies, history (especially social and political history) was the academic subject that offered the writer by far the most personal fulfilment, something that continues to this day. However, registering for a degree in behavioural science, and later teaching and researching primarily in that field, meant inquiries with an historical accent had, for many years, to be conducted on a rather ad hoc basis. Examples can be found, for instance, in the candidate's publications on early time systems (*Time, Work and Organization*, 1989), ancient forms of administration ("Cutting Down the Workforce: Eunuchs and Early Administrative Management", *Organization Studies*, 1990), and the emergence of corporate cultures ("The Invention of Corporate Culture: A History of the Histories of Cadbury", *Human Relations*, 1993). Nevertheless, in recent years, the candidate has been able to focus more wholeheartedly on history in his academic research, primarily through work which has linked interests in research methodology and classic organizational experiments with the aims and objectives of what has recently been defined as the 'historic turn' in management studies. In this section, therefore, the candidate presents four examples of his work in management and organizational history. These represent two instances of what can be classified as case-based investigations (papers # 9 and 10) and two of more methodologically focussed inquiries (papers # 11 and 12). It should be noted here that the candidate is soon to publish a textbook in this area, *A New History of Management* (Cambridge University Press), co-written with colleagues Todd Bridgman, Stephen Cummings and Mick

Rowlinson. This book reflects our joint efforts to develop a more analytically 'critical' perspective for the field of management and organizational history

The first paper in Part Three is "Researching Foucault's Research: Organization and Control in Joseph Lancaster's Monitorial Schools" (2002), which has 30 citations according to Google Scholar, was co-written with candidate's longest-standing research colleague, Michael Rowlinson (Exeter University), and published in the (ABS 3 ranked) journal *Organization*. This represents possibly the last article in the candidate's 'ad hoc' period of publishing on management and organizational history. The paper is basically an attempt to delve into the research of the figure who, from the early 1990s onwards, had become probably the most celebrated writer in historical social theory, especially under the rubric of post-structuralism – Michel Foucault. This inquiry sought to explicate how substantial were claims made by Foucault in some of his more celebrated historical works. In our attempt to go "Researching Foucault's Research" we investigated the archival substance of a key argument in Foucault's most famous and highly cited book, *Discipline and Punish* (1975: 165), in which he states that: 'From the seventeenth century to the introduction, at the beginning of the nineteenth, of the Lancaster method, the complex clockwork of the mutual improvement school was built up cog by cog'. Foucault's genealogical explanation of how the mutual improvement school became a 'machine for learning' is one of the main examples upon which his illustrious thesis of 'disciplinary power' is built, being discussed literally at the centre of *Discipline and Punish*. We argued, however, that Foucault's methodology – presenting a 'genealogy' of the 'essential techniques' on which disciplinary institutions are built rather than 'writ(ing) the history' of those institutions – results in relatively little case

evidence actually being presented on key organizations cited in historical support of his thesis. We argued, further, that in suggesting the Lancaster Method represents the logical conclusion to the technical genealogy of mutual improvement, he actually fails to offer much formal case evidence of the nature and form of its policies and practices, and instead prefers the reader to accept his arguments at face value. The article therefore sought to explore Foucault's presumed archival sources by uncovering the distinctive *organizational* features of this paradigm 'disciplinary institution', the Lancaster Method. In so doing, we developed an historical analysis of the educational philosophies of Joseph Lancaster (1778-1838) and explained how these were realized in the pedagogy and administration of his 'monitorial' (or 'British') schools. Through reconstructing a detailed archival case, we attempted not only to deepen the understanding of management and organizational scholars into 'the architecture, anatomy, mechanics [and] economy of the disciplinary body,' but also to broaden the opportunities for researching and questioning Foucault's historical method more broadly. Nevertheless, despite the opportunity we presented for organizational historians to plough such a novel research furrow, the number of citations for this paper suggests that, thus far, relatively few have been willing to dirty their hands in the archives in order, evidentially, to verify or otherwise Foucault's famous historical claims.

The second paper of Part Three is possibly the one that, during his academic career, has given the candidate the most pleasure in writing. "Rethinking the Hawthorne Studies: The Western Electric Research in its Social, Political and Historical Context" (2012), was published in the (ABS 4 and FT50 ranked) journal *Human Relations* and currently has 43 citations according to Google Scholar. This paper, which received

the 'Article of the Year' award from *Human Relations* for 2012, adopts a similar style of 'critical' or 'against the grain' historical analysis to the chapters comprising his forthcoming book, *A New History of Management*. The piece initially explains how in primary accounts of the renowned Hawthorne Studies (1924–32; see Mayo, 1933; Whitehead, 1938; Roethlisberger and Dickson, 1939) – the most famous set of social and psychological experiments in the history of management – the host organization, Western Electric, is treated as a largely anonymous actor. Through case-based historical research the paper then explains how such treatment masks the distinctive profile of the company in the years preceding and encompassing the Hawthorne investigations. The argument is made that, besides its historically significant industrial standing, when Western's reputation for welfare capitalism is considered alongside a tragedy that galvanizes its main (Hawthorne plant) workforce, the company emerges as an iconic manufacturer with a singular cultural inheritance. Drawing loosely on an actor-network approach, the research uncovers a range of social, material and political factors that helped to shape the Hawthorne Works at this time in its history. In particular, it describes how an ostensibly 'human relations' philosophy had been espoused by Western's management *prior* to Elton Mayo's heralded arrival at the plant in 1928. It also argues however that this outwardly 'progressive' ethos was in reality underpinned by company strategies of hard-edged paternalism and tough-minded anti-unionism. Subsequently the paper explains how, during the 1930s, an increasingly challenging organizational climate developed at Western, essentially as a result of the Great Depression coupled with exigent AT&T policies. The paper suggests that findings from this context-based research can be contrasted with the kinds of 'enlightenment' or 'revelatory' narratives on Hawthorne that are typically and recurrently found in management textbooks. Overall, the article

offers, at once, fresh insights into the history of Western Electric and new interpretations of the Harvard-influenced research conducted therein. Although initially planned as a one-off article – the ideas for which were drafted during the weeks when the candidate was recovering from an operation – the research has continued, with further visits to the Hawthorne Museum in 2014 and 2015 yielding materials for other retrospective pieces; e.g. on the ethnic constitution of the Hawthorne plant and neighbouring industrial firms, such as International Harvester; research being conducted with Dennis Schlagheck of Northeastern Illinois University. The writing of this paper also led to a very active email correspondence between the candidate and the figure considered, by many, to be the foremost historian of management since WW2 – Charles (Chuck) Wrege, formerly of Cornell and New York universities. Until his death the Academy of Management’s official historian, Dr Wrege and the candidate exchanged more than 2000 emails during the last two years of the historian’s life. Widely respected as a ‘forensic’ historian, Charles Wrege passed away in September 2014, age 90, less than a month after his last academic presentation; delivered by Skype from his home in Spring Lake, New Jersey, to an audience of the Management History Division at the Academy of Management conference, Philadelphia – a session attended by such figures as Lyman Porter and Fred Luthans, and during which the Dr Wrege and the candidate exchanged ideas about research on Hawthorne. The candidate is to speak at the memorial symposium to be held for Charles Wrege at the 2017 Academy of Management meeting, during which he will present examples of issues raised in the many fascinating email discussions they shared on the Hawthorne Studies.

The third paper of the section is the first of two offering almost a manifesto for the future conduct of management and organizational history. “Research strategies for Organizational History: A Dialogue between Historical Theory and Organization Theory” (2014), co-written with Michael Rowlinson and Stephanie Decker (Aston University), was published in the journal regularly classified #1 (of 174) for business research, the *Academy of Management Review (AMR)*. In a relatively short period, this piece (also ABS 4 and FT50 ranked) has received 135 citations according to Google Scholar. Like a previous historically-oriented paper by the candidate also published in *AMR* – “Where are the *Old* Theories of Organization? Prospects for Retrospection in Organization Theory” (2013, co-written with Julie Wolfram Cox and Michael Rowlinson) – in the months following publication this piece was the listed as the ‘most viewed’ article in that journal. A largely methodological piece, the basic argument is that if ‘history matters’ for management and organization theory, then we need greater reflexivity regarding the epistemological problem of representing the past; otherwise, history might be seen as merely a repository of ready-made data. To facilitate this reflexivity, we set out three epistemological dualisms derived from historical theory to explain the relationship between history and organization theory: (i) in the dualism of explanation, that historians are preoccupied with narrative construction, whereas organization theorists subordinate narrative to analysis; (ii) in the dualism of evidence, historians use verifiable documentary sources, whereas organization theorists prefer constructed data; and (iii) in the dualism of temporality, historians construct their own periodization, whereas organization theorists treat time as constant for chronology. Such dualisms subsequently underpin our explication of four alternative research *strategies* for organizational history: viz. *corporate history*, consisting of a holistic, objectivist narrative of a corporate entity; *analytically*

*structured history*, narrating theoretically conceptualized structures and events; *serial history*, using replicable techniques to analyze repeatable facts; and *ethnographic history*, reading documentary sources ‘against the grain.’ Ultimately, we argue that our epistemological dualisms can enable organization theorists to justify their theoretical stance in relation to a range of strategies in organizational history, including narratives constructed from documentary sources found in organizational archives. The rate at which this article is being cited by management and organizational researchers suggests that, in the years to come, it may be deemed a major contribution to the literature.

The final article of the section, and the thesis, is “What is Organizational History? Toward a Creative Synthesis of History and Organizational Studies” (2016), also published in the world’s premier academic business research journal, the *Academy of Management Review*. Co-written with Paul Godfrey, Ellen O’Connor, Michael Rowlinson and Martin Ruef, the paper was published only a few weeks prior to the time of writing and therefore is yet to make its mark in terms of citations. However, given the standing of the journal in which it is published, the candidate’s expectation is that it, too, in the years to come, will be successful in citation and impact terms. Like “Research Strategies for Organizational History” this paper offers a manifesto for management and organizational history, but one based more on generic theoretical proposals than the methodological emphasis of the 2014 article. The core argument here is that, as a synthesis of organization theory and historiography, the field of organizational history is now mature enough to contribute to wider theoretical and historiographical debates, and also sufficiently developed enough for a theoretical consideration of its subject matter. Thus, we take up the question, “What

is organizational history?” and consider three distinct arguments for framing the next development phase of historical work in management and organization studies. First we argue that organizational history has developed as a subfield of organization studies and is now taking seriously the matter of history and promoting historical research as a way to enrich the broad endeavour of organizational inquiry. Second, we suggest that if history is to be significant for our field then organization theory needs a theoretical account of the past that goes beyond the mere use of history as a context to test, or an example to illustrate, theory. Finally, the focus on ‘history that matters’ in the present leads to two important considerations: how organizations can use rhetorical history as a strategic resource, and the need to engage with historiographically significant subjects; for example, ones that connect organization theory to larger humanistic concerns such as slavery and racism. In the wake of our 2014 and 2016 *AMR* papers, the candidate and Michael Rowlinson – together with Bill Foster (University of Alberta) and Roy Suddaby (University of Victoria, Canada) – are preparing a paper that will provide a similar manifesto for the field of strategic management; one to be submitted to the forthcoming special issue of the *Strategic Management Journal* on “History and Strategy Research: Opening Up the Black Box”.

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## **Appendix (i) Candidate's research funding awards**

June 2016, "Organizational Forms and Managerial Work in Comparative Perspective", Lord Alliance Strategic Research Investment Fund, £164,950, Principal Investigator. 3 years.

December 2015, "Managers and Managing under the New Capitalism: International Comparisons", Lord Alliance Strategic Research Investment Fund, £5000, Principal Investigator. 6 months.

March 2015, "Technologies of Memory and Archival Regimes" (AHRC award ref. AH/L004232/1). Supplementary support from Arts and Humanities Research Council for ESRC "Organizations and Society: Historicising the Theory and Practice of Organization Analysis" seminar series. £2000 (with Andrew Hoskins, Glasgow University, AHRC Research Fellowship holder). 2 years.

March 2015, "Advanced Ethnography for Business and Management", £7500, Manchester Business School Research Support Fund (with Damian O'Doherty) (in collaboration with Copenhagen Business School, Paris Ecole des Mines, University of Gothenburg). 2.5 years.

October 2014, "Organizations and Society: Historicising the Theory and Practice of Organization Analysis" (Seminar Series), £29,016, Economic and Social Research Council. Applicant, with Profs Stephanie Decker (Aston University, Principal

Applicant) and Michael Rowlinson (Queen Mary, University of London), (ESRC score of 8 – 8.9). 2 years.

April 2010, “Being a Manager, Becoming a Professional? Exploring the Use of Management Knowledge across Communities of Practice in Healthcare Organisations” (09/1002/29). £372,594, NHS National Institute for Health Research – “Service, Delivery and Organization” (SDO) Initiative. Co-applicant/Investigator. Principal Investigator, Prof. Mike Bresnen. 2.5 years

November 2008, “Roles and Behaviour of Middle Managers: Realities of Managing in Healthcare Organizations”, £508,909 NHS National Institute for Health Research – “Service, Delivery and Organization” (SDO) Initiative. Co-applicant/Investigator. Principal Investigator, Dr Paula Hyde. 3 years

September 2006, “The Status of the Group Company System Experiment in the Chinese Steel Industry”, £5000. University of Nottingham Research Grants Scheme. Co-applicant/Investigator. Principal Applicant/Investigator, Dr Jackie Sheehan, Institute for Contemporary Chinese Studies, Nottingham University. 1 year (2<sup>nd</sup> award).

September 2004, “The Status of the Group Company System Experiment in the Chinese Steel Industry”, £5000. University of Nottingham Research Grants Scheme. Co-applicant/Investigator. Principal Applicant/Investigator, Dr Jackie Sheehan, Institute for Contemporary Chinese Studies, Nottingham University. 1 year (1<sup>st</sup> award).

September 2002, "The Future of Managerial Work: Middle Managers in the UK, USA and Japan". £106,889. Economic and Social Research Council. Co-applicant (sole) and investigator. Principal Applicant/Investigator, Professor Jonathan Morris, Business School, Cardiff University. 3 years.

June 2002, "State-Enterprise Reform, Surplus Labour and the Reemployment Programme in Shanghai, PRC. £500. Centre for International Business and Management (UMIST) Small Research Grants scheme. Principal Applicant/Investigator. 6 months.

March 2000, "Critical Management Studies" (Seminar Series), £11,137. Economic and Social Research Council". Co-applicant, with Profs David Collinson and Glenn Morgan, both Warwick University Business School, and Dr Martin Parker, Department of Management, Keele University. Principal Applicants, Prof Hugh Willmott and Dr Irena Grugulis, both Manchester School of Management, UMIST. 2 years.

January 1999, "Changing Organizational Forms and the Reshaping of Work", £249,879. Economic and Social Research Council. Investigator. Principal Applicant/Investigator (1999-2000), Professor John Goodman. Principal Investigator (2000-3), Professor Mick Marchington. Other investigators, Profs Jill Rubery and Hugh Willmott, Drs Damian Grimshaw and Irena Grugulis (all Manchester School of Management, UMIST). 3 years.

July 1998, "Case Analysis of the Modern Enterprise System in the Chinese Steel Industry". £39,800. Economic and Social Research Council. Co-applicant/Investigator. Principal Applicant/Investigator, Dr Jackie Sheehan, Department of History, Keele University. Other co-applicant, Professor Jonathan Morris, Business School, Cardiff University. 3 years

August 1996, "Improved Manufacturing and Products in the Ceramics Industry". £376,346 (£125,934 for management project), Engineering and Physical Sciences Research Council (Innovative Manufacturing Initiative). Co-applicant (and Principal Investigator for 'Ceramics Production Management' project). With Keele University Department of Chemistry, and in collaboration with CERAM Research plc (formerly British Ceramic Research Association). Other Co-applicant/ Principal Investigator (chemistry project), Prof Kevin Kendall, Department of Chemistry, Keele University. 3 years.

April 1996, "Processing of Particulate Materials". £3,600,000. Department of Trade and Industry (Postgraduate Training Partnership [PTP] scheme). Funding to support collaborative research and development projects between Keele University and CERAM Research plc. (formerly British Ceramic Research Association), including 38 PhD studentships. Co-applicant and Coordinator for research programme to be undertaken within the Department of Management (including 8-10 PhD studentships). Keele University Project Manager: Professor Derek Birchall (later Prof Brigid Heywood), Department of Chemistry. Other Keele University departmental coordinators: Professors Kevin Kendall, (Chemistry); Graham Williams (Earth Sciences); and Richard Challis (Physics). 7 years.

June 1995, "An Analysis of Manufacturing Management in the Newly Independent States of the Former Soviet Union". ECU 69,800 (£59,330), European Community (Action for Cooperation in the Field of Economics [TACIS/ACE] initiative). Principal Applicant/Investigator. Co-applicants/Investigators: Dr Paul Forrester, Department of Management, Keele University; Dr Alex Kolb, Fraunhofer Institute, Stuttgart; Dr Oleg Ventkovsky, Technical University of Kiev; and Dr Hussein Bagirov, Western University, Baku, Azerbaijan. 2 years.

November 1994, "A Case Analysis of the Contract Responsibility Management System at the Shougang Corporation, Beijing". £23,750, Economic and Social Research Council (ESRC) (Pacific Asia initiative). Principal Applicant/Investigator. Co-applicants/Investigators: Dr Robin Porter, Department of Politics, Keele University and Professor Jonathan Morris, Business School, Cardiff University. 2 years.

December 1993, "Management and Work Organization in the Chinese Iron and Steel Industry". £20,000, British Council (Academic Links with China [ALCS] scheme). Principal Applicant/Investigator. Co-applicant/Investigator, Dr Robin Porter, Department of Politics, Keele University. 3 years.

August 1993, "The Management of Manufacturing in Four European Countries". ECU 60,646 (£45,484), European Community (Action for Cooperation in the Field of Economics [ACE] initiative). Principal Applicant/Investigator. Co-applicants/Investigators, Dr Paul Forrester, Department of Management, Keele

University; Dr Paolo Piacentini, University of Rome "La Sapienza"; Dr Nicolae Mihaita, University of Bucharest; and Dr Jindrich Kaluza, Technical University of Ostrava. 2 years.

January 1991, "Culture and Work Organization in Britain and China". £15,000, British Council (Academic Links with China [ALCS] scheme). Principal Applicant/Investigator. Co-applicant/Investigator, Dr Robin Porter, Department of Politics, Keele University. 3 years.

February 1990, "The Design, Implementation and Operation of Computer Integrated Manufacturing". £267,700. Science and Engineering Research Council (Application of Computers to Manufacturing Engineering [ACME] initiative). Principal Applicant/Investigator. Co-applicants/Investigators, Professor Edward Williams and Dr Ming Wang, Keele University. Other investigators, Drs Paul Forrester, Chris Hawksley, Stephen Procter, and Mick Rowlinson. 3 years.

January 1990, "The Limits to Flexibility in Electronics Production". £39,527. Economic and Social Research Council. Principal Applicant/Investigator. Co-applicants/Investigators, Professor David Bennett, Business School, Aston University; Dr Michael Rowlinson, Department of Sociology, Southampton University; and Dr Paul Forrester, Centre for Graduate Management Studies, Management, Keele University. 2 years.

July 1989, "Financial Markets and R&D Expenditure". £98,432. Economic and Social Research Council (Functioning of Markets initiative). Co-

applicant/Investigator (and Principal Investigator for 'R&D Strategies' project).  
Principal Applicant/Investigator, Professor Ian Walker, Department of Economics,  
Keele University. Other Co-applicants/Investigators, Drs Alice Belcher and Keith  
Smith, Department of Economics, Keele University. 3 years.

April 1988, "China Business Research Centre", £125,000. Leslie and Dorothy Blond  
Trust. Award Holder. Co-applicants: Professor Roger Hartley and Dr Athar Hussain,  
both Department of Economics, Keele University. 5 years.

January 1987, "Design and Implementation of High Variety Assembly Systems".  
£128,580. Science and Engineering Research Council (Application of Computers to  
Manufacturing Engineering [ACME] initiative). Co-opted Investigator. Principal  
Applicant/Investigator, Prof David Bennett, Business School, Aston University. Co-  
applicants/Investigators: Dr Mark Oakley, Business School, Aston University and  
Professor Jennifer Tann, Business School, Birmingham University. Other Co-opted  
Investigator, Dr Mick Rowlinson, Business School, Aston University. 3 years.

November 1986, "Managerial Futures: An Inquiry into Leadership Excellence".  
£19,000. Award from consortium of 9 UK companies (£2000 per company) and 1  
county council (£1000). Investigator. Principal Applicant/Investigator, Professor John  
Hunt, London Business School. Other Investigators, Drs Adrian Campbell, Gareth  
Jones and Rob Goffee, all London Business School. 18 months.

October 1986, "New Technology, Structure and Culture". £2000. Economic and  
Social Research Council (New Technologies and the Firm initiative). Co-

applicant/Investigator. Principal Applicant/Investigator, Dr Annette Davies. Other Co-applicants/Investigators, Drs Nick Oliver and Steve Sloan, all University of Wales Institute of Science and Technology. 9 months.

## **Appendix (ii)      Candidate's authored books**

10. *Inside the Compassionate Organization: Culture, Identity and Image in an English Hospice*. Oxford: Oxford University Press, 2017 fc, (with Alan Baron, Fiona Cheetham and Sudi Sharifi).

9. *Managing Modern Healthcare: Networks, Knowledge and Practice*, London: Routledge, 2017 fc. (with Michael Bresnen, Simon Bailey, Damian Hodgson and Paula Hyde)

8. *A New History of Management: Rewriting the Past and Imagining the Future*, Cambridge: Cambridge University Press, 2017 fc. (with Todd Bridgman, Stephen Cummings and Mick Rowlinson)

7. *Deconstructing the Welfare State: Managing Healthcare in the Age of Reform*. London: Routledge, 2016 (with Ed Granter, Paula Hyde, and Leo McCann)

6. *Critical Leadership: Leader-Follower Dynamics in a Public Organization*, London: Routledge, 2013, 2016 (pb) (with Paul Evans and Paula Hyde)

5. *Managing in the Modern Corporation: The Intensification of Managerial Work in the USA, UK and Japan*, 2009, 2011, Cambridge: Cambridge University Press (with Leo McCann and Jonathan Morris)

4. *Disorganization Theory: Explorations in Alternative Organizational Analysis*, London: Routledge, 2008 (with Mihaela Kelemen and Julie Wolfram Cox)
  
3. *China's State Enterprise Reform: From Marx to the Market*, London: Routledge, 2007 (with Jackie Sheehan, Rose Zhou, Jane Terpstra-Tong and Jonathan Morris)
  
2. *Sociology and Organization Theory: Positivism, Paradigms and Postmodernity*, Cambridge: Cambridge University Press, 1993, 1995.
  
1. *Time, Work and Organization*, London: Routledge, 1989 (reissued 2017) (with Paul Blyton, Stephen Hill and Kenneth Starkey).

### **Appendix (iii) Candidate's edited books**

10. *Routledge Companion to Organizational Change*, London: Routledge, 2012 (with David Boje and Bernard Burnes)
9. *Contested Bodies*, London: Routledge, 2001 (with Ruth Holliday)
8. *Body and Organization*, London: Sage, 2000 (with Ruth Holliday and Hugh Willmott)
7. *Actor Network Theory and After*, Oxford: Blackwell, 1999 (with John Law)
6. *Organization/Representation: Work and Organizations in Popular Culture*, London: Sage, 1998 (with Ruth Holliday)
5. *R and D Decisions: Strategy, Policy and Innovation*, (Routledge Series in Organizational Behaviour and Strategy, No.1), London: Routledge, 1996 (with Alice Belcher and Stephen Procter)
4. *Towards a New Theory of Organizations*, London: Routledge, 1994 (with Martin Parker) (reissued 2017)
3. *Postmodernism and Organizations*, London: Sage Publications, 1993 (with Martin Parker)

2. *The Theory and Philosophy of Organizations: Critical Issues and New Perspectives*, London: Routledge, 1990, 1994 (with Denis Pym)

1. *The Sociology of Time*, London: Macmillan, 1990 (Chinese translation published by Beijing Normal University Press, 2009)

## **Appendix (iv) Candidate's editorships of special journal issues**

11. *Human Relations*, "The Changing Nature of Managerial Work" (with W Foster, J Morris, and J Wolfram Cox) 2018 (fc.)
  
10. *Studi di Sociologia*, "Paradigms and the Sociological Study of Organization" (with M Monaci, 2017 (fc.)
  
9. *Academy of Management Review*, "History and Organization Studies: Toward Creative Synthesis" (with M Rowlinson, P Godfrey, E O'Connor, M Ruef and M Zald) 2016
  
8. *Journal of Organizational Change Management*, "Economic Transition and Organizational Change", 2010 (with C Rees)
  
7. *Journal of Organizational Change Management*: "Movements of Transition 20 years on: Identities, Ideologies, Imaginary Institutions" (2010, with M Fotaki and S Bohm)
  
6. *Organization: the Interdisciplinary Journal of Organization, Theory and Society*: "New Organizational Thinking" 2004 (with D Hodgson)
  
5. *Electronic Journal of Radical Organization Theory*: "Critical Management Studies (2001, with C Gilson, I Grugulis, and H Willmott)

4. *International Journal of Production Economics*: "Strategic and Operational Innovations in Manufacturing" (2001, with A Agnew)

3. *International Journal of Manufacturing and Technology Management*:  
"Managing Integrated Manufacturing" (2000, with S Procter)

2. *International Studies in Management and Organization*: "Enterprise Reform in China" 1999 (with J Sheehan)

1. *Organization: the Interdisciplinary Journal of Organization, Theory and Society*:  
"Organization and the Actor Network" 1999 (with J Law and N Lee)

## Appendix (v) Candidate's refereed journal articles

95. "Paradigm Thinking in Organization Studies" *Studi di Sociologia* (with M Monaci) fc. 2017
94. "What is Organizational History? Toward a Creative Synthesis of History and Organizational Studies", *Academy of Management Review*, 2016, 41 (4): 590-608 (with P Godfrey, E O'Connor, M Rowlinson, and M Ruef) fc. 2016
93. "Leadership talk: From Managerialism to Leaderism in Healthcare after the Crash", *Leadership* 2015, 11: 451-470 (with S Bailey, M Bresnen, D Hodgson, and P Hyde)
92. "'You can't do both – something will give': Limitations of the Targets Culture in Managing UK Healthcare Workforces", *Human Resource Management*, 2015, 54 (5): 773-791 (with L McCann, E Granter and P Hyde)
91. "Casting the Lean Spell: The Promotion, Dilution and Erosion of Lean Management in the NHS", *Human Relations*, 2015, 68 (10): 1557-1577 (with E Granter, P Hyde, and L McCann)
90. "Where next for the paramedic profession? An ethnography of work culture and occupational identity", *Emergency Medicine Journal*, 2015, 32 (5), e6-e7 (with L McCann, E Granter, and P Hyde)

89. "Colonizing the Aged Body: The Social Organization of Later Life" *Organization Studies*, 2014, 35:1699-1717, (with D Burns, P Hyde and A Killett)
88. "Research Strategies for Organizational History: A Dialogue between Historical Theory and Organization Theory", *Academy of Management Review*, 2014, 39 (3): 250-274 (with M Rowlinson and S Decker)
87. "Can Sociological Paradigms Still Inform Organizational Analysis? A Paradigm Model for Post-paradigm Times", *Organization Studies* (with J Wolfram Cox), 2013, 34 (11): 1701-1728
86. "Still Blue-Collar After All These Years: An Ethnography of Professionalization in Emergency Ambulance Work", *Journal of Management Studies* (with E Granter, P Hyde and L McCann) 2013, 50 (5): 750-776
85. "Historical neo-institutionalism or neo-institutionalist history? Historical research in management and organization studies" *Management and Organizational History* (with M Rowlinson), 2013, 8 (2): 111-126
84. "Japan, Corporate Organizational Reform and the Global Financial Crisis: The Case of Shinsei Bank", *Asia Pacific Business Review* (with C Yorodu, L McCann, and J Morris), 2013, 19 (2): 200-217

83. "Where are the *Old Theories of Organization?* Prospects for Retrospection in Organization Theory", *Academy of Management Review*, 2013, 38 (2): 309-313 (*Dialogue article*) (with J Wolfram Cox and M Rowlinson)
82. "Rethinking the Hawthorne Studies: The Western Electric Research in its Social, Political and Historical Context", *Human Relations*, 2012, 66 (11): 1431-61
81. "'My Brilliant Career': New Organizational Forms and Changing Managerial Careers in Japan, UK and USA", *Journal of Management Studies*, 2012, 49 (3): 571-99 (with J Morris and L McCann)
80. "How Come the Critters Came to be Teaching in Business Schools? Contradictions in the Institutionalization of Critical Management Studies", *Organization*, 2011, 18 (5): 673-89 (with M Rowlinson)
79. "The Failure of Transition: Identities, Ideologies and Imaginary Institutions in Times of Global Capitalist Crisis" (Guest Editorial), *Journal of Organizational Change Management*, 2010, 23 (6) 637-50 (with M Fotaki and S Böhm)
78. "Perspectives on Organizational Change in Asia" (Guest Editorial), *Journal of Organizational Change Management*, 2010, 23 (5) 480-84, (with C. Rees)
77. "China's State-Owned Enterprises: Economic Reform and Organizational Restructuring", *Journal of Organizational Change Management*, 2010, 23 (5): 500-516, (with J Morris, J Sheehan and Xiao Yuxin)

76. "Actor-Network Theory, Organizations and Critique: Towards a Politics of Organizing", *Organization* (with R Alcadipani), 2010, 17 (4): 419-435

75 "Restructuring Managerial Labour in the USA, UK and Japan: Challenging the Saliency of 'Varieties of Capitalism'", *British Journal of Industrial Relations*, 2010, 48: 2, 347-374, (with L McCann and J Morris)

74. "Discursive Recontextualization in a Public Health Setting", *Journal of Applied Behavioural Science*, 2010, 46: 119-145 (with J Wolfram Cox)

73. "The Resilience of 'Institutionalised Capitalism': Managing under Shareholder Capitalism and Managerial Capitalism", *Human Relations* 2008; 61: 687 - 710 (with J Morris and L McCann)

72. "Chinese State-Enterprise Reform: Economic Transition, Labour Unrest and Worker Representation", *Capital and Class*, 2008, 96, 3, 25-43 (with J Sheehan and Xiao Yuxin).

71. "Normalised Intensity – The New Labour Process of Middle Management", *Journal of Management Studies*, 2008, 45, 2: 343-371 (with L McCann and J Morris)

70. "New Communities of Inquiry in Multinational Research: Politics, Resistance and Perspective", *Ethnography*, 2007, 8: 383-393 (with L McCann and J Morris)

69. "Ties to the Past in Organization Research: A Comparative Analysis of Retrospective Methods", *Organization*, 2007, 14, 4: 475-97 (with J Wolfram Cox)
68. "Excess and Mimesis in Organization Theory: Emancipation from Within"?, *Culture and Organization*, 2007, 13, 2: 145-156 (with I Atkin and J Wolfram Cox)
67. "At the Sharp End of New Organizational Ideologies: Ethnography and the Study of Multinationals", *Ethnography*, 2007, 8, 325-45 (with L McCann and J Morris)
66. "New Organisational Forms, Human Resource Management and Structural Convergence? A Study of Japanese Organisations" *Organization Studies*, 2006, 27, 10: 1513-1532 (with L McCann and J Morris)
65. "Downsizing the Danwei: Chinese State-Enterprise Reform and the Surplus Labour Question", *International Journal of Human Resource Management*, 2006, 17, 8: 1441-1455 (with J Sheehan, J Morris and Xiao Yuxin)
64. "Triangulation in Organizational Research: A Re-presentation", *Organization* 2005, 12 (1), 109-133 (with J Wolfram Cox)
63. "Middle Management, Corporate Restructuring, and the New Organizational Ideology in USA, UK and Japan", *Competition & Change*, 2005, 8, 1: 27-44 (with L McCann and J Morris)
62. "New Organizational Thinking", *Organization*, 2005, 12 (1), 5-9 (with D Hodgson)

61. "Symmetrical Absence/Symmetrical Absurdity: Critical Notes on the Production of Actor-Network Accounts", *Journal of Management Studies*, 2004, 41(3), 493:519 (with C McLean)
60. "The 'Third Way': The Future of Work in a Corporatized Chinese Economy", *International Journal of Human Resource Management*, 2004, 15(2) 314-330 (with J Morris and J Sheehan)
59. "Forbidden Knowledge: Organization Theory in Times of Transition" (A Response to Barbara Czarniawska)", *Management Learning*, 2003, 34(3), 367-70
58. "Organizações Pós-Modernas e o Self do Gerente Minuto" (Post-Modern Organizations and the Self of the One Minute Manager), *Comportamento Organizacional e Gestão* (Brazil/Portugal) 2002, 8 (12): 23-51 (with M J Tonelli and R Aldacipani)
57. "The Strategic Management of Outsourcing in the UK Tableware Industry" *Competition and Change*, 2002, 6(4), 327-343 (with M Carroll, F-L Cooke and M Marchington)
56. "The Elusive Market: Privatization, Politics and State-enterprise Reform in China, *British Journal of Management*, 2002, 13, 3, 221-232 (with J Sheehan and J Morris)

55. "The Role of Networking in the Creation of Local Management Knowledge", *Journal of Teaching in International Business*, 2002, 13, 4, 115-132 (with G Pearson, M Kelemen, P Forrester, V Railean and R Hincu)
54. "Researching Foucault's Research: Organization and Control in Joseph Lancaster's Monitorial Schools", *Organization*, 2002, 9 (4): 615-641 (with M Rowlinson)
53. "Organizational Time: Modern, Symbolic and Postmodern Reflections", *Organization Studies*, 2002, 23, 6, 885-892
52. "Privatisation Chinese-Style: Economic Reform and the State-Owned Enterprises", *Public Administration*, 2002, 80 (2), 355-369 (with J Morris and J Sheehan)
51. "Production and Consumption in Organizational Knowledge: The Case of the Paradigms Debate", *Organization*, 2002, 9, 2, 331-56 (with M Kelemen)
50. "From Labour Process Theory to Critical Management Studies", *Administrative Theory and Praxis*, 2001, 23, 3, 339-362 (with M Rowlinson and J Hogan)
49. "From Dependency to Defiance: Work Unit Relationships in China's State Enterprise Reforms", *Journal of Management Studies*, 2001, 38, 5, 697-714

48. "The Group Company System Experiment in China", *International Journal of Applied Management*, 2001, 2, 2, 119-130 (with J Sheehan, J Morris and Xiao Yuxin)
47. "Reforming Management Education", *Economic and Business Review*, 2001, 2, 4, 309-321 (with G Pearson, M Kelemen, P Forrester, V Railean and R Hincu)
46. "In Search of Enterprise: State-Sector Reform and Societal Transformation in China", *Journal of Eastern European Management Studies*, 2001, 6, 3, 261-277 (with J Sheehan, J Morris and Xiao Yuxin)
45. "Commodification, Construction and Compression: A Review of Time Metaphors in Organizational Analysis", *International Journal of Management Reviews*, 2001, 3, 2, 131-140
44. "Managing Factory Operations in China: Empirical Evidence on the Integration of Design and Production", *International Journal of Manufacturing Technology and Management*, 2001, 1, 4/5, 412-427 (with P Forrester)
43. "Introduction: New Developments in Manufacturing Strategy", International Journal of Manufacturing Technology and Management, 2001, 1, 4/5, 329-330 (with S Procter)
42. "Marxist Political Economy, Revolutionary Politics and Labour Process Theory", *International Studies in Management and Organization*, 2001, 4, 85-111 (with M Rowlinson)

41. "Britain's Last Industrial District? A Case Study of Ceramics Production" *International Journal of Production Economics*, 2000, 65, 1, 5-15, (with M Day, J Burnett, and P Forrester)
40. "Redundancies in Chinese State Enterprises", *Industrial Relations*, 2000, 39, 3, 486-501 (with J Morris and J Sheehan)
39. "Technological Innovation Antecedents in the UK Ceramics Industry", *International Journal of Production Economics*, 2000, 65, 85-98 (with M Warren, P Forrester and J Cotton)
38. "Enterprise Reform in Post-Deng China" *International Studies in Management and Organization*, 1999, 29, 3, 54-83 (with J Sheehan and J Morris)
37. "Organization Unbound: Actor-Network Theory, Research Strategy and Institutional Flexibility", *Organization*, 1999, 6, 3, 391-404 (with N Lee)
36. "Actor Network Theory and Managerialism" (Preface): *Organization*, 1999, 6, 3, 387-390 (with J Law and N Lee)
35. "Pop Culture Magicians Seek Honest-Grappler-After-Truth for Marginal Discussion", *Organization Studies*, 1999, 20, 4, 561-578

34. "Postmodernism, Philosophy and Management: Concepts and Controversies", *International Journal of Management Reviews*, 1999, 1, 2, 171-196
33. "Businesses, Boundaries and Belonging: Toward an Ethnography of Flexible Specialisation", *International Journal of Sociology and Social Policy*, 1998, 10, 3, 75-97 (with I Atkin and L McArdle)
32. "Deskilling and Reskilling Within the Labour Process: The Case of Computer Integrated Manufacture", *International Journal of Production Economics*, 1997, 52, 3, 317-325 (with A Agnew, P Forrester and S Procter)
31. "Strategic and Organizational Adaptation in CIM Systems Development", *International Journal of Computer Integrated Manufacturing*, 1997, 10, 181-9 (with P Forrester)
30. "Introducing Cellular Manufacturing: Operations, Human Resources and High Trust Dynamics", *Human Resource Management Journal*, 1995, 5, 1, 45-64 (with S Procter and M Rowlinson)
29. "Postmodern Organizational Analysis: Toward a Conceptual Framework", *Journal of Management Studies*, 1994, 31, 3, 303-324
28. "Flexibility, Politics and Strategy: In Defence of the Model of the Flexible Firm", *Work, Employment and Society*, 1994, 8, 2, 221-42 (with L McArdle, S Procter, P Forrester and M Rowlinson)

27. "Economics, Politics and Labour Process Theory", *Capital and Class*, 1994, 53, 65-94 (with M Rowlinson)
26. "CIM and the Process of Innovation: Integrating the Organization of Production", *International Journal of Production Economics*, 1994, 34, 359-69 (with M Rowlinson and S Procter)
25. "Performance Related Pay in Operation: A Case Study from the Electronics Industry", *Human Resource Management Journal*, 1993, 3, 4, 60-74 (with L McArdle, M Rowlinson and S Procter)
24. "The Invention of Corporate Culture: A History of the Histories of Cadbury", *Human Relations*, 1993, 46, 3, 299-326 (with M Rowlinson)
23. "Using multiple paradigms in organizational research", *Análise Psicológica*, 1993, 11, 223-236.
22. "Performance Related Pay in Practice: A Critical Perspective", *British Journal of Management*, 1993, 4, 153-60 (with S Procter, L McArdle and M Rowlinson)
21. "Market-Driven Strategies and Flexible Production Systems Design: Evidence from the Electronics Industry", *International Journal of Operations and Production Management*, 1992, 12, 2, 25-37 (with D Bennett and P Forrester)

20. "The CAPM/CAE Interface within CIM System Approaches in Medium Sized Companies", *Computer-Controlled Engineering Journal*, 1992, 3, 75-81 (with P Forrester)
19. "Who Wants Harmonisation? Image and Reality in Single Status Working", *Personnel Review*, 1991, 20, 5, 27-33 (with M Rowlinson and P Forrester)
18. "Manufacturing Change: The Introduction of Cellular Manufacturing in Two British Engineering Factories", *Personnel Review*, 1991, 20, 4, 15-24 (with S Procter)
17. "Multiple Paradigm Research in Organizations: A Case Study", *Organization Studies*, 1991, 12, 2, 275-299
16. "Aspects of Time in Organization", *Human Relations*, 1991, 41, 2, 27-39
15. "Cutting Down the Workforce: Eunuchs and Early Administrative Management", *Organization Studies*, 1990, 11, 4, 555-67 (with R Porter)
14. "An Application of Decision Process Modelling to Manufacturing Systems Design", *Omega: The International Journal of Management Science*, 1990, 18, 1, 23-33 (with D Bennett and P Forrester)
13. "The Development of Computer Integrated Manufacturing (CIM): Design, Strategy, and Implementation" *Journal of General Management*, 1990, 16, 1, 37-45 (with G Dudley)

12. "Toward a New Model for Product Portfolio Analysis", *Management Decision*, 1990, 28, 3, 14-17 (with A Proctor)
11. "Corporate Culture and Strategic Change", *Journal of General Management*, 1989, 15, 2, 4-19 (with S Sharifi)
10. "Towards a Qualitative Paradigm for Working Time", *International Social Science Journal*, 1989, 119, 93-104.
9. "Overcoming Hermeticism in Organization Theory", *Human Relations*, 1988, 41 (3): 247-259
8. "A Matrix Model of Corporate Decision Making", *Management Decision*, 1988, 26, 6, 47-55
7. "Time and Culture in Organizations", *Dragon: the SCOS Journal (now Culture and Organization)*, 1988, 8, 55-67
6. "FOCUS as a Phenomenological Method in Job Analysis", *International Journal of Man-Machine Studies*, 1987, 27, 413-433
5. "Multiple Paradigm Research in Organizations", *Graduate Management Research*, 1987, 4-34

4. "Paradigm Plurality in Organizations: Empirical Opportunities", *Dragon: the SCOS Journal* (now *Culture and Organization*) 1987, 7, 49-91
  
3. "Paradigm Plurality in Organizations: Some Philosophical Problems", *Dragon: the SCOS Journal* (now *Culture and Organization*) 1986, 6, 122-147
  
2. "Ethnomethodology and Organizations", *Graduate Management Research*, 1986, 3, 40-54
  
1. "Process Theories of Work Motivation: A Critical Review", *Análise Psicológica*, 1982, 11, 201-217 (with V Shackleton)

73. "The Concept of Paradigm in Organization and Management Theory". Chapter 19 in D Boje and M Sanchez, *The Handbook of Organizational Inquiry*. New York: Emerald

72. "Actor-Network Theory, Organizations and Critique". In R Nimmo (ed.) *Actor Network Theory Research*, London: Sage, 2016 (with R Alcadipani)

71. "Welcome to the NHS: Healthcare ethnography and 'being in the zone'". Chapter 10 in T Jordon, B McLure and K Woodward (Eds) *Culture, Identity and Intense Performativity: Being in the Zone*. London: Routledge, 2016 (with E Granter, P Hyde and L McCann)

70. "Paradigms, the Philosophy of Science and Organization Studies". In R. Mir, H. Willmott and M. Greenwood, (Eds.), *Routledge Companion to Organizational Philosophy*. London: Routledge, 2015

69. "Triangulation in Organizational Research: A Re-presentation". In H Willmott and E Bell (eds) *Qualitative Research in Business and Management*, London: Sage, (with J Wolfram Cox), 2014

68. "History and the Cultural Turn in Organization Studies", chapter 6 in M Bucheli and R D Wadhvani (eds) *Organizations in Time: History, Theory, Methods*, Oxford: Oxford University Press, 2013(with M Rowlinson)

67. "Actor network Theory", in E. Kessler (ed.) *Encyclopedia of Management Theory*. London: Sage, 2013.
66. "The Lost Health Service Tribe: In Search of Middle Managers", Chapter 1 in H Dickenson and R Mannion (eds.) *The Reform of Health Care: Shaping, Adapting and Resisting Policy Developments*, London: Palgrave, 2012 (with P Hyde, L McCann, and E Granter)
65. "Postscript", *Routledge Companion to Organizational Change*, London: Routledge, 2012 (with D Boje and B Burnes)
64. "Introduction", *Routledge Companion to Organizational Change*, London: Routledge, 2012 (with D Boje and B Burnes)
63. "Managerial Work and Employment Relations: An International Comparison", in K.Townsend and A.Wilkinson, *Research Handbook on Work and Employment Relations*, London: Edward Elgar, 2011 (with J Morris and L McCann)
62. "The Potential of Radical Research: Marxism, Labour Process Theory and Critical Management Studies". Chp. 14 in C Cassells and W Lee (eds) *Challenges and Controversies in Management Research*, London: Routledge, 2011 (with M Rowlinson)

61. "Research Audits and their Financial Consequences", Chp 7 in C Cassells and W Lee (eds) *Challenges and Controversies in Management Research*, London: Routledge, 2011 (with M Rowlinson and S Mohun) .
60. "Ties to the Past in Organization Research: A Comparative Analysis of Retrospective Methods", in S Clegg (ed.) *SAGE Directions in Organization Studies*, London: Sage, 2010 (with J Wolfram Cox)
59. "Researching Work and Institutions through Ethnographic Documentary", in D Buchanan and A Bryman (eds.) *SAGE Handbook of Organizational Research Methods*, London: Sage, 2009 (with D Buchanan)
58. "The Feature Film as Data", in D Buchanan and A Bryman (eds.) *Handbook of Organizational Research Methods*, London: Sage, 2009 (with D Buchanan)
57. "Actor-Network Theory" in A Mills et al *Sage Encyclopedia of Case Study Research*, London: Sage, 2009 (with R Alcadipani)
56. "Triangulation – A Post-positivist Method for Case Study Research" in A Mills et al (2009) *Sage Encyclopedia of Case Study Research*, London: Sage (with J Wolfram Cox)
55. "Paradigm Plurality in Case Study Research" in A Mills et al *Sage Encyclopedia of Case Study Research*, London: Sage, 2009 (with M Kelemen)

54. "Triangulation in Organizational Research: A Re-presentation", in A Bryman (ed.) *Mixed Methods*, London: Sage, 2008 (with J Wolfram Cox)
53. "Multiple Paradigms and Organizational Analysis: A Case Study", in P Johnson and M Clark (eds.) *Business and Management Research Methodologies*, London: Sage, 2008
52. "Actor-Network Theory", in L Moutinho, G Hutchinson and R Thorpe (eds.) *The Dictionary of Qualitative Management Research*, London: Sage, 2007
51. "Managing in the New Economy: Restructuring White Collar Work in USA, UK and Japan", in C Wankel (ed.) *The Handbook of 21st Century Management*, London: Sage, 2007
50. "Steeling for Reform: Chinese State-Enterprise Restructuring and the Surplus Labour Question", in G Lee and M Warner (eds.) *Unemployment in China*, London: Routledge, 2006 (with J Morris, J Sheehan, and Xiao Yuxin)
49. "Hard Times for the Salaryman: Corporate Restructuring and Middle Managers' Working Lives", in P Matanle and W Lunsing (eds.) *Perspectives on Work, Employment and Society in Contemporary Japan*, London: Routledge, 2006 (with L McCann and J Morris)
- 48 "Gerentes e Organizações na Pós-Modernidade" (Managers and Organizations in Post-Modernity), in E. Davel and M. C. Melo (eds). *Gerência em Ação* (Managers in

Action), pp. 192-214 (2005).Rio de Janeiro: Editora da Fundação Getulio Vargas (with M J Tonelli and R Alcadipani)

47. "The Strategic Management of Outsourcing". Chapter 8 in M Marchington, D Grimshaw, J Rubery and H Willmott (eds) *Fragmenting Work*, Oxford: Oxford University Press, 2004 (with M Carroll and S Vincent)

46. "Paradigm Plurality: Exploring Past, Present and Future Trends". Chapter 2(b) in S Clegg and R Westwood (eds), *Debating Organization: Point-Counterpoint in Organization Studies*, Oxford: Blackwell, 2003 (with Mihaela Kelemen)

45. "Discourses of Production and Consumption in Organizational Knowledge: The Pfefferdigm Debate and Beyond", in C Combes et al (eds) *Organizational Discourse*, 2002, London: KMPC Press

44. "Globalization, Economic Institutions and Workplace Change: The Economic Reform Process in China". Chapter 5 in Y Debrah and I Smith (eds) *Globalization, Employment and the Workplace*, London: Routledge, 2001 (with J Morris and J Sheehan)

43. "Postmodernism and Managerial Work". Chapter 3 in M Caterina and E Davel (eds) *Homo-Administratus*, Sao Paolo: Editora Atlas, 2001 (with M J Tonelli and R Alcadipani)

42. "Contested Bodies: An Introduction". Chapter 1 in R Holliday and J Hassard

(eds) *Contested Bodies*, London: Routledge, 2001 (with R Holliday)

41. "The Invention of Corporate Culture". Chapter 6 in K Grint [ed] *Work and Society*, London: Polity, 2000 (with M Rowlinson)

40. "Images of Time in Work and Organization". Chapter 1 in K Grint [ed] *Work and Society*, London: Polity, 2000

39. "BPR and TQM: Convergence or Divergence". Chapter 8 in D Knights and H Willmott [eds] *The Reengineering Revolution?: Critical Studies of Corporate Change*, London: Sage, 2000, with M Kelemen and P Forrester)

38. "Images of Time in Work and Organization". Chapter 13 in S Clegg and C Hardy (eds) *Studying Organization: Theory and Method*, London: Sage, 1999

37. "Computer Integrated Manufacturing as Innovation: The Need for a Theory of Social Requirements". Chapter 11 in C Clausen and R Williams (eds) *The Social Shaping of Computer-Aided Production Management and Computer Integrated Manufacturing*, Luxembourg: Office for Official Publications of the European Communities (COST A4) (with M Rowlinson and S Procter) 1997

36. "Representing Reality? Cinema Verite Studies of Work and Institutions". Chapter 3 in J Hassard and R Holliday (eds) *Organization/Representation*, London: Sage, 1998

35. "Introduction" (with R Holliday). In J Hassard and R Holliday (eds) *Organization/Representation*, London: Sage, 1998
34. "Manufacturing Reform on the Road to the Market Economy: Three Cases in Chinese Steel Enterprises". In D Wright et al (eds) *Managing Enterprises - Stakeholders, Logistics and Achievement* (Conference Proceedings, MESELA 97), London: Mechanical Engineering Publications Ltd (with Xiao Yuxin and P Forrester) 1997
33. "Enterprise Reform and the Role of the State: The Case of the Capital Iron and Steel Works, Beijing". Chapter 3 in A Bugra and B Usdiken (eds) *State, Market and Organizational Form*, Berlin: de Gruyter, 1997 (with J Sheehan)
32. "Images of Time in Work and Organization". Chapter 25 in S Clegg, C Hardy and W Nord (eds) *Handbook of Organization Studies* London: Sage, 1996
31. "R&D Decisions in Strategy, Policy and Disclosure". Chapter 1 in A Belcher, J Hassard and S Procter (eds) *R and D Decisions: Strategy, Policy and Innovation*, London: Routledge, 1996
30. "Exploring the Terrain of Modernism and Postmodernism in Organization Theory". Chapter 3 in D Boje, R Gephart Jr and T Joseph (eds) *Postmodern Management and Organization Theory*, Newbury Park, CA: Sage, 1996

29. "Liberation From Within?: Organizational Implications of Irigaray's Concept of Residue". Chapter 6 in D Boje, R Gephart Jr and T Joseph (eds) *Postmodern Management and Organization Theory*, Newbury Park, CA: Sage, 1996 (with I Atkin)
28. "Total Quality Management and Participation: Employee Empowerment or the Enhancement of Exploitation?". Chapter 6 in H Willmott and A Wilkinson (eds) *Making Quality Critical: New Perspectives on Organizational Change*, London: Routledge, 1995 (with M Rowlinson, L McArdle and S Procter)
27. "A Case Analysis of the Limits to Integration in Organizations Adopting Computer Integrated Manufacturing". In J Winsor, A I Sivakumar and R Gay (eds) *Computer Integrated Manufacturing: Volume 2*, River Edge, N.J.: World Scientific, 1995
26. "The Limits to Integration in Organizations Adopting Computer Integrated Manufacturing". In J Kaluza (ed) *Strategic Management and its Support by Information Systems* (Proceedings), Ostrava, Czech Republic, (with P Forrester)
25. "Perspectives on Management: A Review of Management Theories". Chapter 9 in M Burrows, R Dyson, P Jackson and H Saxon (eds) *Management for Hospital Doctors*, Oxford: Butterworth Heinemann, 1994
24. "Introduction: Towards a New Theory of Organizations". In J Hassard and M Parker (eds) *Towards a New Theory of Organizations*, London: Routledge, 1994 (with M Parker)

23. "Cultural Barriers to Strategic Change". In C Hardy (ed) *Managing Strategic Change*, London: Sage, 1994 (with S Sharifi)
  
22. "Human Resource and Organizational Issues in CIM Systems Development". In B K N Rao (ed) *Condition Monitoring and Diagnostic Engineering Management*, New Delhi: McGraw Hill, 1994 (with P Forrester)
  
21. "The Role of Productive Maintenance in the Adoption of a Just-In-Time Manufacturing Strategy". In B K N Rao (ed) *Condition Monitoring and Diagnostic Engineering Management*, New Delhi: McGraw Hill, 1994 (with C Lane and P Forrester)
  
20. "Emile Durkheim". In S Macey (ed) *The Encyclopedia of Time*, New York: Garland, 1994
  
19. "Karl Marx". In S Macey (ed) *The Encyclopedia of Time*, New York: Garland, 1994
  
18. "Introduction". In J Hassard and M Parker (eds) *Postmodernism and Organizations*, London: Sage Publications, 1993 (with M Parker)
  
17. "Postmodernism and Organizational Analysis: An Overview". Chapter 1 in J Hassard and M Parker (eds) *Postmodernism and Organizations*, London: Sage Publications, 1993

16. "A Business Oriented Methodology for the Development of Computer Integrated Manufacturing". In A Sen, J Winsor and R Gay (eds) *Computer Integrated Manufacturing: Volume 1*, River Edge, N.J.: World Scientific, 1993 (with P Forrester and N Tang)
  
15. "Tempo de Trabalho: Outra Dimensao Esquecida Nas Organizacoes". Chapter 7 in J-F Chanlat (ed) *O Individuo Na Organizacao: Dimensoes Esquecidas*, Sao Paulo: Atlas, 1992
  
14. "Multiple Paradigms and Organizational Analysis". Chapter 2 in P Dainty and C Smith (eds) *Handbook for Management Research*, London: Routledge, 1991
  
13. "Ethnomethodology and Organization". Chapter 8 in P Dainty and C Smith (eds) *Handbook for Management Research*, London: Routledge, 1991
  
12. "CIM: The Ultimate Goal for Manufacturing?". In D Spurgeon and O Apampa (eds) *Advances in Manufacturing Technology, Vol 6*, Glasgow: Bell and Bain, 1991 (with P Forrester)
  
11. "Competitive Edge Through Flexible Work Organization". In D Bennett and C Lewis (eds), *Achieving Competitive Edge*, Berlin: Springer-Verlag, 1991 (with P Forrester, L McArdle and M Rowlinson)

10. "The Harmonisation of Employee Relations in the UK Electronics Industry". In L Ming (ed) *The Transformation of Science and Technology into Productive Power*, London: Taylor and Francis, 1991 (with P Forrester)
9. "Toward an Ethnographic Paradigm for Working Time". Chapter 11 in J-F Chanlat (ed) *L'Individu Dans L'Organization: Les Dimensions Oubliees*, Quebec: Les Presses De l'Universite Laval, 1990
8. "An Investigative Framework for Research into the Design of Manufacturing Processes". In A Carrie and I Simpson (eds) *Advances in Manufacturing Technology*, Glasgow: Bell and Bain, 1990 (with D Bennett and P Forrester)
7. "Introduction: The Theory and Philosophy of Organizations". In J Hassard and D Pym (eds), *The Theory and Philosophy of Organizations: Critical Issues and New Perspectives*, London: Routledge, 1990
6. "Ethnomethodology: An Alternative Paradigm for Organizational Analysis". Chapter 6 in J Hassard and D Pym (eds), *The Theory and Philosophy of Organizations: Critical Issues and New Perspectives*, London: Routledge, 1990
5. "An Alternative to Paradigm Incommensurability in Organizational Analysis". Chapter 12 in J Hassard and D Pym (eds), *The Theory and Philosophy of Organizations: Critical Issues and New Perspectives*, London: Routledge, 1990

4. "Introduction: The Sociological Study of Time". In J Hassard (ed) *The Sociology of Time*, London: Macmillan, 1990
  
3. "A Model for Analyzing the Design and Implementation of New Production Systems". *Proceedings of 14th International Conference on Production Management*, Nottingham, August 1989 (with P Forrester)
  
2. "Recipe Knowledge and the Management of Change". *Proceedings of 4th Western European Congress on the Psychology of Work and Organization*, Cambridge, April 1989 (with S Sharifi)
  
1. "Multiple Paradigm Research in Organizations", *Proceedings of 20th International Congress of Applied Psychology (IAAP)*. Edinburgh, July 1982

## **Appendix (vii) Candidate's conference and seminar papers**

303. "Video-based Ethnographic Documentary: Toward Collaborative Organizational Research". Academy of Management 2016 Annual Meeting, August 5-9, Anaheim (with D Burns, JP Burns & P Hyde)

302. "Management Knowledge and Learning in the UK Healthcare Context: Change and Continuity" Academy of Management 2016 Annual Meeting, August 5-9, Anaheim (with M Bresnen et al) (Nominated for Best Paper award and published in J Humphreys (ed.) *Proceedings of the 2016 Academy of Management Meeting*) Online ISSN: 2151-6561.

301. "Inside the Hybrid Career: The formation of Managerial Identity across UK Healthcare Organizations, EGOS 2016, Naples (with M Bresnan, D Hodgson, S Bailey, and P Hyde)

300. "Organizational Memory, History, and Forgetting", EGOS, Naples, Italy, July 7-9, 2016.

299. "'Equity and Excellence': Corporate Ideology and Reluctant Entrepreneurialism in the English National Health Service", EGOS 2016, Naples (with P Hyde)

298. "Changing the Frame: Reframing and the Re-ignition of Agency after the Microfoundational Turn", ANZAM conference, Queenstown, December 2015 (with J Wolfram Cox)

297. "Authenticity, Accessibility and Anxiety: Leadership in Transparent Times?"  
ACSCOS conference, Sydney, December 2015 (with J Wolfram Cox)

296. "Theoretical Fields, Liminal Zones and Tensional Forces: Relational Metaphors  
for Post-Paradigm Analysis", APROS-EGOS 2015, Sydney, December 2015 (with J  
Wolfram Cox)

295. "Management Knowledge and Situated Learning in UK Healthcare  
Management", BAM conference, Portsmouth, September 2015 (with M Bresnen, D  
Hodgson, S Bailey, and P Hyde)

294. "Embodying Organizational Truth? Proposals for Capturing the "Real" Subject in  
Video-based Ethnographic Research". PDW - 'What's Wrong with This Picture?  
Critical Documentary Film as a Catalyst for Change - Five Years On', Academy of  
Management conference, Vancouver, August 2015 (with D Burns and P Hyde)

293. "Reluctant Entrepreneurs: On the Corporatisation of a Public Health System",  
CMS 2015, Leicester, July (with P Hyde, D Hodgson, M Bresnen, S Bailey)

292. "Management Knowledge and Management Learning in UK Healthcare:  
Exploring Changes and Continuities in Management Practice", EURAM, July 2015,  
Warsaw (with M Bresnen, D Hodgson, S Bailey and P Hyde)

291. "Institutional Change and Continuities in Management Practice and Knowledge in UK Healthcare", EGOS, July 2015, Athens (with M Bresnen, D Hodgson, S Bailey, and P Hyde)

290. "Source Criticism, Corporate History and Corporate Social Responsibility: Revisiting the History of Cadbury", EGOS Athens, July 2-4, 201 (with M Rowlinson and C Smith)

289. "Performing Research: Embodying the Subject in Video-based Organizational Inquiry", 10<sup>th</sup> *Organization Studies* Summer Workshop (with P Hyde and D Burns)

288. "A Paradigm Model for Post-paradigm Times Beyond the Break-up of Management *Theory?*" (Invited presentation), 'The Break-up of Modern Management' workshop, Copenhagen Business School, 19-21 November 2014

287. "An Archive Citation Index", (Invited presentation) 'Uses of the Past: History and Memory in Organizations and Organizing' workshop, Copenhagen Business School, 13-14 Nov 2014 (with M Rowlinson & S Decker)

286. "Limitations of *the Model of Modern Slavery*", Business of Slavery Conference, Nottingham, September 2014 (with M Rowlinson and J Wolfram Cox)

285. "Informal Networking in Healthcare Management: Motivations, Tensions and Challenges", Academy of Management conference, Philadelphia, August 2014 (with D Hodgson, M Bresnen, P Hyde and S Bailey)

284. "Leadership talk: Discourses of Management and Leadership in Healthcare", Academy of Management conference, Philadelphia, August 2014 (with P Hyde, L McCann and E Granter)

283. "The Historic Turn in Organization and Management Theory: Critical, Cultural, and Qualitative", PDW, Academy of Management conference, Philadelphia, August 2014 (with others)

282. "In Search of Networked Professionalism: Motivations and Challenges to Emergent Networking among Healthcare Managers", EGOS Colloquium, Rotterdam, July 3-5, 2014 (with D Hodgson, M Bresnen, P Hyde and S Bailey).

281. "The Genealogy of 'Modern Slavery'" EGOS Colloquium, Rotterdam, July 3-5, 2014 (with M Rowlinson and J Wolfram Cox)

280. "(In)visibilities of Intimate Body Work", GWO conference, Keele, 24-26 June 2014 (with D Burns, P Hyde and A Killett)

279. "Motivations For and Challenges to Networking among Diverse Groups of Healthcare Managers in the UK National Health Service", International Conference in Organisational Behaviour in Health Care, April 2014 (with S Bailey, M Bresnen, D Hodgson and P Hyde)

278. "You've got all these people with all this knowledge and we don't use it?: The Struggle to Network in UK Healthcare Management, EURAM, Valencia, 4-7 June 2014 (with S Bailey, M Bresnen, D Hodgson and P Hyde)
277. "Colonizing the Aged Body: The Social Organization of Later Life", Organization Studies (Summer Workshop), Corfu, May 2014 (with D Burns, P Hyde and A Killett),
276. "Corporations, Managerial Job Insecurity and the Politics of Delaying", LAEMOS/EGOS conference, Cuba April 2014 (with J Morris)
275. "Alternative Ways of Knowing: Diversity, Difference and Development in the Theorising of Organisation" LAEMOS/EGOS conference, Cuba April 2014 (with J Wolfram Cox)
274. "Byword for Failure or Catalyst for Change? Exploring the Mid Staffordshire Scandal through Social and Organization Theory, ANZAM conference, Hobart, December 2013. (with E Granter, P Hyde, and L McCann)
273. "ECR Policies and the Problems of Practice", (Invited presentation) ECR Best Practice Workshop, ANZAM conference, Hobart, December 2013.
272. "Epistemological Dualisms in Organizational History: Narrative and Analysis", Workshop on "Towards a Narrative Turn in Business History? November 28-29, 2013, Copenhagen (with M Rowlinson & S Decker)

271. "History and Organization Theory: Introducing the AMR Special Topic Forum", PDW, Academy of Management conference, Orlando, August 2013 (with P Godfrey and M Rowlinson)

270. "CoPs and Robbers: Making and Taking Management in UK Healthcare," Academy of Management conference, Orlando, August 2013 (with S Bailey, M Bresnen, D Hodgson and P Hyde)

269. "I Shot the Sheriff" Disarticulating Lean Production through Sub-cultural Politics". Academy of Management conference, Orlando, August 2013 (with R Alcadipani)

268. "Revisiting Paradigms of Practice: Accounting for the Recent Evolution of Organization Theory". EGOS conference, Montreal, July 2013 (with J Wolfram Cox)

267. "Over-managed and Under-led? Discourses and Practices of Management and Leadership in Healthcare" EGOS conference, Montreal, July 2013 (with S Bailey, M Bresnen, D Hodgson and P Hyde)

266. "Building Bridges or Drawing Them? Making and Taking Management Knowledge in UK Healthcare". EGOS conference, Montreal, July 2013 (with S Bailey, M Bresnen, D Hodgson and P Hyde)

265. "Colonising the Aged Body and the Organization of Later Life". EGOS conference, Montreal, July 2013 (with D Burns and P Hyde)

264. "Being a Manager, Becoming a Professional? Management, Knowledge and Management Networks within the NHS", HRSN conference, Nottingham, 18-19 June 2013 (with S Bailey, M Bresnen, D Hodgson and P Hyde)

263. "'Sometimes it goes up to eleven': Extreme Work in Healthcare Management", Working Lives and Being in the Zone conference; King's College London. 17 Jun 2013, 2013 (with E Granter, P Hyde, P. and L McCann)

262. "Enabling Managers to Emerge as Leaders? Exploring Changing Patterns of Healthcare Management in the UK", EURAM 2013, Istanbul, 26-29 June 2013 (with S Bailey, M Bresnen, D Hodgson and P Hyde)

261. "Collaborative Ethnography", BAM Ethnographic Research Workshop, Manchester, 7 December 2012 (with E Granter, P Hyde and L McCann)

260. 'Rank and Yank': Managerial Job Insecurity in International Perspective", BAM conference, Cardiff, September 2012. (with J Morris and C Farrell)

259. "Social Learning Theories amid Resurgent Politics of Individualism?" 2012 Ethnography Conference - "Ethnographic Horizons in Times of Turbulence", University of Liverpool (with S Bailey, M Bresnen, D Hodgson and P Hyde), September.

258. "Casting the Lean Spell", AOM, 2012 (Boston) (with P Hyde, L McCann and E Granter)

257. "Organizational Analysis: Paradigmatic Possibilities for Post-paradigms Times", AOM, 2012 (Boston) (with J Wolfram Cox)

256 "Historical Neo-institutionalism or Neo-institutionalist History? ", EGOS, 2012 (Helsinki) (with M Rowlinson)

255. "Paradigms Regained: A Paradigm Model for Post-paradigms Times". SCOS, 11-14 July, 2012, Barcelona (with P Hyde, L McCann and E Granter)

254. 'Rank and Yank': Managerial Job Insecurity in International Perspective", OS Summer conference, Rhodes, 24-26 May 2012 (with J Morris and C Farrell)

253. "Dumbing Down the Job", 8th International Organisation Behaviour in Healthcare Conference, Dublin, 15-18 April 2012 (with P Hyde, L McCann and E Granter)

252. "Casting the Lean Spell", BSA 2012, Leeds (with P Hyde, L McCann and E Granter)

251. "Paradigms Regained: Theorising the Contemporary Status of Organization Theory", Keynote Address, Socio-material Practices in Organizations conference, St Gallen, Switzerland, 27-28 February 2012

250. "Paradigms Regained: Theorizing the Contemporary Status of Management and Organizational Research", ANZAM conference, Wellington, 7-10 December 2011 (with Julie Wolfram Cox) (Winner, 'Best Paper Award', Critical Management Division)

249. "Contextualising the Hawthorne Works", Keynote address, ANZAM Regional Conference, University of South Australia, November 2011

248. "Paradigms Regained: Theorizing the Contemporary Status of Organization Theory" (invited seminar), University of South Australia, November 2011

247. Science and Sensibility: The Corporate Context of the Hawthorne Studies, AESE, Lisbon, October 2011 (invited seminar)

246. "Managerial Exits: The Rise and Fall of Health Service Managers" Ethnographic Research in the Social and Organizational Sciences conference, Cardiff 5<sup>th</sup>-7<sup>th</sup> September 2011 (with Paula Hyde, Edward Granter, and Leo McCann)

245. "There's no 'yes but' with death': Critical Theory and Performance Management in UK Healthcare", Academy of Management conference, San Antonio, August 2011 (with E Granter, P Hyde and L McCann)

244. "Rethinking Classical Organization Studies: A Contextual Analysis of the Early Decades of the Hawthorne Works", CMS conference, Naples, July 2011

243. "Historical Methods in Management and Organization Studies", EGOS conference, Gothenberg, July 2011 (with M Rowlinson)
242. "Paradigms Regained: Theorising the Contemporary Status of Organization Theory", St Mary's University, Halifax. NS, 17 May 2011
241. "Rethinking Classical Organization Theory: The Case of the Hawthorne Works", Eastern Academy of Management, Boston, May 11-14 2011 (with J Wolfram Cox)
240. "'Welcome to the NHS': Normalized intensity and healthcare work', 29th International Labour Process Conference, Leeds, United Kingdom 5 -7 April 2011 (with E Granter, P Hyde, and L McCann)
239. "The Lost Tribes: Middle Management in the Post-managerial NHS" Sheffield University, February 2011 (with P Hyde, E Granter, and L McCann)
238. "New Perspectives on the Hawthorne Works", (Invited address), Cork University, 24 January 2011
237. "New Directions in Organization Theory" (Invited address), Doctoral Programme, Cork University, 23 January 2011

236. "The Intensification of Managerial Work and the Managerial Labour Process: International Comparisons of Work-life Balance", CGLR conference – 'Capitalism and Work', Cardiff University, 12 January 2011 (with J Morris and L McCann)
235. "Understanding Research Paradigms" Keynote address, ANZAM Doctoral Colloquium, Adelaide, December 2010
234. "Contextualising Organizational Change", ANZAM conference, Adelaide, December 2010
233. "Exploring the Early Culture and Symbolism of the Hawthorne Works", ACSCOS conference, Melbourne, November 2010
232. "Contextualising the Hawthorne Works" (invited seminar) Deakin University, Victoria, Australia, 30 November 2010 (Distinguished Scholar Series)
231. "Contextualising the Hawthorne Works: The 1915 Works Picnic and Other Neglected Factors", (Invited Seminar) Cambridge University, 11 November 2010.
230. "Casting the Lean Spell", BAM conference, Sheffield 2010 (with L McCann, P Hyde, E Granter and C Haynes)
229. "Research Audits and their Financial Consequences", BAM conference, Sheffield, September 2010 (with M Rowlinson and S Mohun)

228. "The Use of Ethnographic Documentary in Studies of Work and Occupations", PDW – 'What's Wrong with This Picture? Critical Documentary Film as a Catalyst for Change', Academy of Management conference, Montreal, August 2010.

227. "The Dark Side of Caring", Caucus presentation, Academy of Management conference, Montreal, August 2010 (with E Granter, P Hyde and L McCann)

226. "Contextualising the Hawthorne Works: The 1915 Works Picnic and Other Neglected Factors", Academy of Management conference (main programme), Montreal, August 2010.

225. "Historical Methods in Management and Organisation Studies", Management History Research Group conference, St Andrews, July (with M Rowlinson),

224. "'Shoot the Bankers – Nationalise the Banks': The Downfall of Capitalism?", EGOS conference, July 2010 (with M Rowlinson)

223. "The Value of Family-responsible Firms", EURAM conference, Rome, 19-22 May 2010 (with F Carioca)

222. "Why Nurses Love 'Lean': Mechanisms of Hope in NHS Restructuring", OBHC conference, Birmingham, 11-14 April 2010 (with L McCann, E Granter, C Haynes, P Hyde and J Morris)

221. "The Lost Tribe: In Search of NHS Middle Managers", OBHC conference, Birmingham 11-14 April 2010 (with P Hyde, L McCann, E Granter, J Morris and C Haynes)

220. "Juking the Stats': Truth and Fiction in Targets and Terror', *The Wire* as Social Science Fiction conference, Leeds, 26-27 November 2009 (with L McCann, E Granter and P Hyde)

219. "Actor Network Theory and Critical Management Studies: Contributions to the Politics of Organising", ENAPAD 2009, Sao Paulo, 19-22 September 2009 (with R Alcadipani)

218. "Critical Management Studies and Actor-network Theory: Towards a Political Ontology of Organizing", Academy of Management (main programme), Chicago, 7-11 August 2009 (with R Alcadipani) (paper nominated by Critical Management Division for AOM 2009 Best Paper Award and published in AOM 2009 Best Paper Proceedings)

217. "On Teaching Hawthorne: The Western Electric Company and Missing Actors in the Hawthorne Studies Drama", Management History Research Group (Annual Conference), York 22-23 July 2009

216. "Corporate Sites of Memory", EGOS conference, Barcelona, 2-4 July 2009 (with M. Rowlinson)

215. "How Come the Critters Came to be Teaching in Business Schools", (Invited seminar paper) Nottingham University, 3 June 2009 (with M Rowlinson)

214. "Managing in the New Economy" (invited symposium presentation), The Challenges of Healthcare Management symposium, Manchester University, 20 May 2009 (with J Morris)

213. "The Limits of Critique" (Symposium presentation), International Labour Process Conference, Edinburgh, April 2009 (with M Rowlinson)

212. "How Come the Critters Came to be Teaching in Business Schools", ACSCOS conference, Sydney, 6-8 December 2008 (with M Rowlinson)

211. "Response to Ronald Dore", Roundtable discussion on "Japan's Love Affair with Anglo-Saxon Capitalism", 24 October 2008, Manchester University (with Leo McCann)

210. "Saying Ourselves: Feminizing Organizational Discourse through Luce Irigaray", British Academy of Management conference, Harrogate, 9-11 September, 2008 (with B Metcalfe)

209. "How Come the Critters Came to be Teaching in Business Schools?" CMS Division, Academy of Management conference, Anaheim, CA, 9-13 August 2008 (with M Rowlinson)

208. "How Come the Critters Came to be Teaching in Business Schools", Critical Management Research Workshop, USC, Los Angeles, Aug 7-8, 2008.

207. "Changing Tunes: Taking Critique beyond its Walls". Professional Development Workshop, Academy of Management conference, Anaheim, CA, 9-13 August 2008

206. "Learn from the Experts: Publishing Social Issues Research in Top General Management Journals", Professional Development Workshop, Academy of Management conference, Anaheim, CA, 9-13 August 2008

205. "A Universal 'White Collar Sweatshop'? Restructuring Middle Management Work in USA, UK and Japan, American Sociological Association, 1-4 August 2008 (with L McCann and J Morris)

204. "Where did Critical Management Studies Come From?", Management History Research Group conference, Newcastle, 22-23 July 2008

203. "How come the Critters Came to be Teaching in Business Schools", Essex University, May 2008 (with M Rowlinson)

202. "Managing Convergence within Varieties of Capitalism: Organizational Restructuring and Middle Management in the UK, USA and Japan", London School of Economics, 14 March 2008 (with L McCann and J Morris)

201. 'Toward a Critical Sociology of Sport', Sports Coaching and the Sociological Imagination Conference, Manchester Metropolitan University, March 19<sup>th</sup> 2008 (with I Atkin)

200. "Restructuring Middle Management: Transforming White-Collar Work in the UK, USA and Japan", Warwick University, 5 March 2008 (invited presentation), (with L McCann and J Morris)

1999. "Researching and Publishing in Business and Management Studies", Deakin University, Australia, 30 November 2007 (Distinguished Scholar Series)

1998. "Business Schools, the RAE and Management Research in the UK", Deakin University, Australia, 29 November 2007 (Distinguished Scholar Series)

197. "State-enterprise Reform, Industrial Restructuring, and Surplus Labour in China, University of Manchester, 25 October 2007 (with J Sheehan)

196. "Managing in the New Economy: Restructuring White Collar Work in USA, UK and Japan", ERU conference, Cardiff, 18-19 September 2007 (with J Morris and L McCann)

195. "Developing Manuscripts for Publication", Professional Development Workshop, SIM Division, Academy of Management conference, Philadelphia PA, 3-8 August 2007

194. "Career Development in the Non-USA setting", Academy of Management conference, Philadelphia PA, 3-8 August 2007 (with J Wolfram Cox)

193. "Reflecting Organization: From Metaphor to Mimesis in Organizational Analysis", 3<sup>rd</sup> EGOS Colloquium, Vienna, Austria, July 5-7, 2007 (with J Wolfram Cox)

192. "My Brilliant Career?' Boundaryless Organizations and Unstable Careers in the UK, USA & Japan", BAM HRM Conference, London School of Economics, London, 24-25 May 2007 (with J Morris and L McCann)

191. "My Brilliant Career?' Boundaryless Organizations and Unstable Careers in the UK, USA & Japan", Advanced Institute of Management Research (AIM) Workshop on 'Making Connections: Relational Analysis, Boundary Concepts and the Future of Organization Studies', Cardiff, 2-3 April 2007 (with J Morris and L McCann)

190. "Organizational Restructuring: Labour, and Social-welfare Responsibilities in Large SOEs Under Reform: Case Studies from the Steel Industry in China", International Conference on Contemporary Chinese Studies, University of Hong Kong, 5-6 January 2007 (with J Sheehan and Yuxin Xiao)

189. "Theories of Time in Organizational Analysis", Keynote address, Local Power conference, Bahia, Brazil, 10-13 December 2007

188. "Illuminating 'Varieties of Capitalism'", Current Developments in Ethnographic Research in the Social and Management Sciences conference, Liverpool, 13-14 September 2006 (with L McCann and J Morris)

187. "Varieties of Capitalism: Similarities of Pressure: The Impact of Organizational Restructuring on Japanese, North American and British Middle Managers", 21<sup>st</sup> EGOS Colloquium, Bergen, 6-8 July 2006 (with L McCann and J Morris)

186. "China's Enterprise Reform and its Consequences", Newcastle University, 29 June 2006 (Invited presentation, with J Sheehan)

185. "The Emergence of the Sports Coach during the Long Nineteenth Century: An Exploration of the Labour Processes of Organised Sport in Britain and America," 24th International Labour Process Conference, London, 10-12 April 2006 (with I Atkin and D Day)

184. "Unbinding the Leviathan: State-Owned Enterprises and the Economic Reform Process in China", Aberdeen University, 8 March 2006 (Invited presentation, with J Sheehan)

183. "Ties to the Past in Critical Organizational Research", 4<sup>th</sup> Critical Management Studies Conference, Cambridge, 4-6 July 2005 (with J Wolfram Cox)

182. "Undecidability, Mimesis and Process", First *Organization Studies* Summer Workshop, Santorini, June 17-18, 2005 (with I Atkin and J Wolfram Cox)

181. "The Resilience of 'Institutionalised Capitalism': Managing under 'Shareholder Capitalism' and 'Managerial Capitalism'", Governance without Government: New Forms of Governance in the Knowledge Economy and Society conference, Cardiff Business School, May 11-13, 2005 (with J Morris and L McCann)

180. "The Downsizing of Middle Management in Japan, UK and the USA", Labour Process Conference, Glasgow, April 2005 (with L McCann and J Morris)

179. "Commodification and Compression: A Review of Temporal Metaphors in the Study of Organizations", Research Workshop on Historical Time and Organizational Histories, Queen Mary College, London, 26 January 2005 (Invited presentation)

178. "State-Enterprise Reform in China and its Consequences", York University, 2 March 2005 (Invited presentation, with J Sheehan)

177. "Beyond a Boundary: Exploring the 'Extra' of Organizational Analysis", SCOS Colloquium, Brisbane, 2-3 December 2004 (with I Atkin and J Wolfram Cox)

176. "Management and Organizational History: The Future of the Past" (All Academy Showcase Symposium). Academy of Management conference, New Orleans, 7-11 Aug 2004 (with B Cooke, P Clark, L Kurowski, S Procter, A Rippin, J Wilson, and E Bell)

175. "Critical Lenses on Organizational Development and Change", Academy of Management conference, New Orleans, 7-11 Aug 2004 (with J Wolfram Cox)

174. "Career Building in Critical Management Studies" (Invited panel member), Critical Management Studies Interest Group, Academy of Management conference (pre-convention programme), New Orleans, 7-11 August 2004

173. "Doctoral Training in Critical Management Studies" (Invited panel member), Critical Management Studies Interest Group, Academy of Management conference (pre-convention programme), New Orleans, 7-11 August 2004

172. "Parent and Sub-company Relations in the Chinese State-owned Steel Industry", 20<sup>TH</sup> EGOS Colloquium, Ljubljana, Slovenia 1-3 July 2004 (with J Sheehan)

171. "The Consumption of Knowledge in Organizational Theory", Brazilian School of Public and Business Administration (EBAPE/FGV), Rio de Janeiro, 9 June 2004 (Invited presentation)

170. "Issues of Production and Consumption in Organizational Knowledge" Keynote address, ENEO conference, Sao Paulo, 6-8 June 2004

169. "The Current Crisis of Middle Management", Labour Process Conference, Amsterdam, April 2004 (with L McCann and J Morris)

168. "Multiple Paradigm Research in Organizations" (Keynote presentation), Research Development Symposium, Business School, University of Durham, 21 January 2004

167. "Developing a Research Culture." (Invited presentation), Royal Melbourne Institute of Technology, 8 December 2003

166. "Developing Your Research Career." (Invited presentation), Royal Melbourne Institute of Technology, 9 December 2003

165. "Rethinking Retrospective Methods: Positions on the Past and Possibilities for Analysis", 17<sup>th</sup> ANZAM conference, Perth, Australia, 2-5 December 2003 (with J Wolfram Cox).

164. "Doctoral Training in Critical Management Studies." (Invited panel member), Critical Management Studies Interest Group, Academy of Management conference (pre-convention programme), Seattle, 1-6 August 2003

163. "The Surplus Labour Problem in Large/Medium SOEs: Experiences from the Steel Industry", SOE Reform and Privatization in China conference, Australian National University, Canberra, July, 2003 (with J Sheehan, J Morris, and Xiao Yuxin)

162. "Endangered but Surviving: The Plight of UK Middle managers in 10 Large UK Organizations" 18<sup>th</sup> Employment Research Unit Conference, Cardiff, 10-11 September 2003 (with J Morris and L McCann)

161. "The Impact of Individual Values on Organization Culture in a Transitional Economy", 8<sup>th</sup> ISSWOR conference, Warsaw, July 2003 (with M Vadi and J Reiljan)

160. "Downsizing with Chinese Characteristics: The Problem of Surplus Labour in China's SOE Reforms." (Keynote presentation). Institute for Development, Policy and Management conference, University of Manchester, 19 March 2003 (with J Sheehan)

159. "Time and Organizational Control." (Invited presentation). Recontextualising Control workshop, Cardiff, 26 February 2003

158. "New Organizational Forms and Structural Convergence: A Study of Japanese Firms", 17<sup>th</sup> Employment Research Unit Conference, Cardiff, 12-13 September 2002 (with J Morris and L McCann)

157. "Elusive Institutions of Reform: Understanding the Corporate Change Process in the Chinese State-owned Steel Industry", Academy of Management 2002 (Organization Development and Change Division), Denver, Colorado, August (with J Morris, J Sheehan and Xiao Yuxin).

156. "Doctoral Training in Critical Management Studies" (Invited panel member), Critical Management Workshop, Academy of Management conference (pre-convention programme), Denver, 4-9 August 2002

155. "Researching Foucault's Research: Organization and Control in Joseph Lancaster's Montorial Schools", Academy of Management 2002 (Critical Management Workshop), Denver, Colorado, August (with M Rowlinson).

154. "The Academy Welcomes Critical Management Studies", CMS Panel Discussant (with P Frost, J Jermier, and J Walsh: Chair R Stablein. Welcomes by J Bartunek and D Rousseau. Introduction by P Adler. Academy of Management 2002, Denver, Colorado, August.

153. "Discourses of Production and Consumption in Organizational Analysis: The Pfefferdigm Debate and Beyond", Keynote address, International Conference on Organizational Discourse, Kings College London, July 2002.

152. "Policing the Slow Commotion: Corporate Transformation in the Chinese State-Owned Steel Industry". Organization Science Special Conference on Corporate Transformation in China, Beijing, July 2002 (with J Sheehan, J Morris and Xiao Yuxin)

151. "Downsizing the Danwei: Restructuring of Surplus Labour in China's State-Owned Industries", Newcastle University, 24 April 2002 (Invited presentation, with J Sheehan and Xiao Yuxin)

150. "Downsizing the Danwei: Restructuring of Surplus Labour in China's State-Owned Industries", Asia Studies Workshop, UMIST, 15 December 2001 (Invited presentation, with J Sheehan)

149. "The Management of Outsourcing in the Ceramics Industry", ESRC Future of Work Seminar on 'Flexibility and Corporate Performance', Birkbeck College London, 19 November 2001 (with M Carroll and M Marchington)

148. Opening Address, ESRC Critical Management Seminar on 'New Organizational Thinking', 1-2 November 2001

147. "Production and Consumption in Organizational Knowledge: The Case of the Paradigms Debate", Between the Sociology of Work and Organization Studies, Sociologia del Lavoro workshop, Bologna 16-17 November 2001 (Invited presentation, with M Kelemen)

146. "Beyond the Extended Present: Towards a Periodisation of Labour Management in Late Twentieth Century Britain", British Academy of Management conference, 5-7 September 2001 (with S Procter and M Rowlinson)

145. "The Governing Values of Management and Organizational Knowledge: An Argument for Reflexivity in Production and Consumption", Management Education Division, Academy of Management conference, 6-8 August 2001, Washington (with M Kelemen)

144. "Issue of Production and Consumption in Organizational Knowledge" Critical Management Workshop, Academy of Management conference (pre-convention programme), 4-5 August 2001, Washington (with M Kelemen)

143. "Doctoral Training in Critical Management Studies" (Invited Panel Member), Critical Management Workshop, Academy of Management conference (pre-convention programme), 4-5 August 2001, Washington
142. "Downsizing the Danwei: Restructuring of Surplus Labour in China's State-Owned Industries", International Conference on China's Economy: Confronting Restructuring, Stability, and Economic Growth, Wollongong, Australia 14-15 July 2001 (with J Sheehan, J Morris and Xiao Yuxin)
141. "The Elusive Market: State-Owned Enterprise Reform in China), Judge Institute of Management Studies, Cambridge University, 16<sup>th</sup> May 2001, (Invited presentation, with J Morris and J Sheehan)
140. "The State-Owned Enterprise Problem", (Invited Seminar Presentation), ESRC/ACCA Chinese Economic Seminar – 'Economic Reform in China: New Forms of Corporate and Organizational Governance', Cardiff, 13 December 2000, Invited presentation (with J Morris and J Sheehan)
139. "Organizational Analysis: An Overview and Critique", (Invited presentation), International Institute of Management, Chisinau, Moldova, 20 September 2000
138. "Postgraduate Management Education in Britain", (Invited presentation), International Institute of Management, Chisinau, Moldova, 20 September 2000 (with G Pearson)

137. "Meet the Editors" (Invited Panel Member), British Academy of Management conference, Edinburgh, 15 September 2000

136. "The Philosophy of Organizations" (Special Interest Group panel), British Academy of Management conference, 16 September 2000

135. "Paying Teachers for Performance: A Comparison with Private Sector Experience", Employment Research Unit Conference, Cardiff, 6-7 September 2000 (with G Forrester and P Forrester)

134. "Models of State-Enterprise Reform in China", Employment Research Unit Conference, Cardiff, 6-7 September 2000 (with J Sheehan and J Morris)

133. "Time under Capitalism: Metaphors of Temporal Structuring in Modern Organizations", Organization and Management Theory Division, Academy of Management conference, Toronto, 4-9 August 2000

132. "Images of Time in Organization Studies", All-Academy Symposium "Organization Studies: It's Time for reflection", Academy of Management conference, Toronto, 4-9 August 2000

131. "Management Education at the Movies" (pre-convention workshop paper), Management Education Division, Academy of Management conference, Toronto, 4-9 August 2000

130. "Paradigm Plurality: Exploring Past, Present and Future Trends", Critical Management Studies workshop, Academy of Management conference, Toronto, 4-9 August 2000 (with Mihaela Kelemen)
129. "Actor Network Theory and the Problems of Symmetry: A Critical View for Organizational Analysis", Academy of Management conference, Toronto, 4-9 August 2000 (with Christine McLean)
128. "Agility in a Mature Industry: The Case of Ceramics Production, MIM 2000 Conference, 17-19 July 2000 (with C Rigby and J Burnett)
127. "Revisiting the Paradigm Wars: Issues of Production and Consumption in Organizational Knowledge", (Invited presentation) Future of Organization Studies Workshop, Cambridge University, 25 February 2000 (with M Kelemen)
126. "Globalisation and Institutions: Economic and Public Sector Reform in China, IRSPM IV, Rotterdam, 13-14 April 2000 (with J Morris and J Sheehan)
125. "Critical Management Education" (Showcase Symposium), Invited Presentation, ANZAM conference, Hobart, 1-3 December 1999
124. "The Consumption of Organizational Knowledge", Academy of Management Conference (Critical Management Stream), Chicago, 8-11 August 1999 (with M Kelemen)

123. "The Road to the Market Economy: Evidence from the Chinese Steel Industry", ERU Conference, Cardiff, 8-9 September 1999 (with J Morris and J Sheehan)

122. "State-Enterprise Reform in China: Cases from the Steel Industry", British Academy of Management conference, Manchester, 1-3 September 1999 (with J Sheehan, J Morris and Xiao Yuxin)

121 "State-Sector Reform and Societal Transformation in China", EGOS conference, Warwick, 4-6 July 1999 (with J Sheehan, J Morris and Xiao Yuxin)

120. "Downsizing the Danwei: Managers, Labour and the State in China's Enterprises", Invited Seminar, University of Hong Kong, 26 March 1999 (with J Sheehan, J Morris and Xiao Yuxin), 26 March 1999

119. "Privatization: The UK Experience", (Invited presentation), Guangzhou Iron and Steel Corporation, Guangzhou, PRC, 24 March 1999

118. "Understanding State-Enterprise Reform in China", (Invited presentation), Sunderland University, 24 February 1999 (with J Sheehan)

117. "Multiple Paradigm Research in Organizations", Invited talk to the Doctoral programme, Sunderland University, 24 February 1999

116. "The Elusive Market: Chinese Enterprise Reform and the Role of the State, ANZAM conference, Adelaide, 3-5 December 1998 (with J Sheehan and J Morris)

114. "Evaluation of Technical Innovation: An Empirical View from the Ceramics Industry, British Academy of Management Conference, Nottingham, 14-16 September 1998 (with M Warren, P Forrester and J Cotton)

113. "Innovation and Technology Transfer in the Ceramics Industry", British Academy of Management Conference, Nottingham, 14-16 September 1998 (with P Forrester and C von Schweitzer)

112. "From Dependency to Defiance: Work Unit Relationships in China's State Enterprise Reforms", World Congress of Sociology (RC 17), Montreal, 26 July-1 August 1998 (with J Sheehan)

111. "Enterprise Reform in Post-Deng China: Evidence from the Steel Industry", Asia-Pacific Researchers in Organization Studies conference, Shanghai, 13-16 July 1998 (with J Sheehan and J Morris)

110. "UK Ceramics Production in Stoke-on-Trent: Britain's Last Surviving Industrial District?" 3<sup>rd</sup> Managing Innovative Manufacturing Conference, 6-8 July 1998, Nottingham (with M Day, P Forrester and J Burnett)

109. "Innovation, Business Processes and Organizational Change: Case Studies from the Ceramics Industry", 3<sup>rd</sup> Managing Innovative Manufacturing Conference, 6-8 July 1998, Nottingham (with P Forrester and C von Schweitzer)
107. "Introduction to Multiple Paradigm Research", Session Chair Presentation, International Academy of Business Disciplines conference, San Francisco, 2-5 April 1998
106. "Multiple Paradigms: A Research Strategy". Invited presentation, International Academy of Business Disciplines annual conference, San Francisco, 2-5 April 1998 (with J Forray)
105. "Realism and Representation in Documentaries of Work". (Invited presentation), Visual Methods in Research Workshop, Leicester Business School, 23 March 1998
104. "The Management of Organizational Culture: Some Critical Observations", (Invited presentation), Department of Industrial Management, University of Rajarata, Sri Lanka, 23 January 1998
103. "Supply Chain Management in the Ceramics Industry: Issues of Industrial Flexibility", ERU conference, Cardiff, 11-12 September 1997 (with M Day and P Forrester)

102. "Manufacturing Reform on the Road to the Market Economy: Three Cases from the Chinese Steel Industry", Managing Enterprises conference, Loughborough, 22-24 July 1997 (with Xiao Yuxin, J Sheehan and P Forrester)
101. "Overview of the Papers", Foreign Direct Investment and Technology Transfer workshop, Kuala Lumpur, 16th July 1997
100. "Subjects and Objects." (Session Discussant), Actor Network and After conference, Keele, 10-11 July 1997
99. " Multiple Paradigm Research in Management". Keynote address, International Academy of Business Disciplines annual conference, Orlando, 10-13 April 1997
98. "Postmodernism and Organizational Analysis". (Invited presentation), Edith Cowan University, Perth, Australia, 4th February 1997
97. "The Use of Multiple Paradigms in Management Research". (Invited presentation), Edith Cowan University, Perth, Australia, 30th January 1997
96. "Methodological Diversity in Management Research". Keynote address, Australian and New Zealand Academy of Management (ANZAM) conference, Wollongong, 5-7 December 1996
95. "Obtaining Large-scale Research Funding", Research Funding Workshop, (Invited presentation), Cranfield University, 29th November 1996

94. "Manufacturing Reform and the State: The Case of the Chinese Steel Industry", Employment Research Unit Annual Conference, Cardiff, 17-18 September 1996 (with J Sheehan, J Morris and P Forrester)
93. "Representing Reality? Work and Organizations in Popular Culture", 14th SCOS Conference, Los Angeles, 3-6 July 1996
92. "Pulling it Together and Pushing it Out: People and Practices in 'Postmodern' Production", 2nd Managing Integrated Manufacturing Conference, Leicester, 26-29 July 1996 (with S Lilley and P Forrester)
91. "Deskilling and Reskilling within the Labour Process: the Case of CIM", 2nd Managing Integrated Manufacturing conference, Leicester, 26-29 July 1996 (with A Agnew and P Forrester)
90. "Organization Theory: Critical Issues and New Perspectives". (Invited presentation), University of Madras, 24th February 1996
89. "Issues of Representation in Cinema Verite Studies of Work and Organization", Invited Paper, Asia-Pacific Researchers in Organization Studies (APROS) conference, Cuernavaca, Mexico, 11-14 December 1995

88. "Research on Organizations Adopting Computer Integrated Manufacturing", Keynote address, Strategic Management and its Support by Information Systems conference, Horni Bechva, Czech Republic, September 1995
86. "From State Control to Enterprise Management? Organizational Restructuring in the Steel Industries of China and the Czech Republic", 12th European Group for Organization Studies (EGOS) conference, Istanbul, July 1995 (with J Sheehan)
85. "A Case Analysis of the Limits to Integration in Organizations Adopting Computer Integrated Manufacturing", 3rd ICCIM conference, 11-14 July 1995 (with P Forrester)
84. "Contract Responsibility Systems in the Transformation of Chinese and East-Central European Steel Industries", European Management and Organizations in Transition (EMOT) workshop, Budapest, May 1995 (with J Sheehan)
83. "The Contract Responsibility System at the Shougang Corporation, Beijing", 13th Labour Process conference, Blackpool, April 1995 (with J Sheehan, P Forrester, J Morris and R Porter)
82. "The Cinema Verite Aesthetic in Studies of Work and Organizations", Aesthetics in Organizations conference, Bolton, April 1995
81. "Cinema Verite Studies of Work and Organizations: A Critical Review", (Invited presentation), Cardiff Business School, December 1994

80. Opening Address, R and D Decisions: Strategy, Politics and Disclosure conference, Keele, September 1994
  
79. "Human Resource and Organizational Issues in CIM Systems Development". Condition Monitoring and Diagnostic Engineering Management (COMADEM '94) conference, New Delhi, September 1994 (with P Forrester)
  
78. "TPM within a Just-In-Time Manufacturing Strategy". COMADEM '94 conference, New Delhi, September 1994 (with C Lane and P Forrester)
  
77. "Postmodernism and Organizational Analysis", International Federation of Scholarly Associations of Management conference, Dallas, August 1994
  
76. "Postmodernism and Organizations" (caucus, invited presentation), Academy of Management Annual Meeting, Dallas, August 1994
  
75. "The Symbolism of the British World-of-Labour Film", Standing Conference on Organization Symbolism (SCOS) conference, Calgary, Canada, July 1994 (with I Atkin)
  
74. "CIM and the Process of Innovation", Work, Employment and Society special seminar, London, June 1994 (with S Procter and M Rowlinson)

73. "Organizational Change and Development", (Invited Staff Seminar), Technical University of Ostrava, Czech Republic, May 1994

72. "Reshaping Organizations: Limits to Integration in the Implementation of CIM", Copenhagen, April 1994 (with S Procter, M Rowlinson and P Forrester)

71. "Symbolic Images in the British World-of-Labour Film", 12th Organization and Control of the Labour Process Conference, Aston University, Birmingham, April 1994 (with I Atkin)

70. "Issues of Skill in Computer Integrated Manufacturing (CIM)", 12th Organization and Control of the Labour Process Conference, Birmingham, March 1994 (with A Agnew and M Rowlinson)

69. "A Comparison of the Management of Manufacturing in Four European Countries", European Management and Organizations in Transition (EMOT) workshop, Nuremburg, March 1994

68. "An Introduction to Cinema Verite for Ethnographers of Organizations", Invited presentation, Bolton Business School, December 1993

67. "Organizational Issues in Economic Reform: The Contract Responsibility System of the Shougang Corporation" Keynote address, Chinese Academy of Social Sciences, Beijing, October 1993

66. "Social and Organizational Issues in Computer Integrated Manufacture", Managing Integrated Manufacturing Conference, Keele University, September 1993 (with S Procter and M Rowlinson)
65. Opening Address, Managing Integrated Manufacturing Conference, Keele University, September 1993.
64. "Organizational Change and Employee Well-being", British Association, Keele University, September 1993, (with S Procter)
63. "Reshaping Organizations: Limits to Integration in the Implementation of CIM", 3rd International Microelectronics and Systems conference, Kuala Lumpur, August 1993 (with P Forrester, S Procter and M Rowlinson) (Outstanding Paper Award)
62. "Postmodern Epistemology and Organizational Knowledge", 11th European Group for Organization Studies (EGOS) Conference, Paris, July 1993
61. "Cinema Verite and the Sense of Immediacy in Sociological Research", 1993 BSA Conference, Essex University, April 1993 (with I Atkin)
60. "Employee Empowerment or the Enhancement of Exploitation? Total Quality Management and Industrial Democracy", 11<sup>th</sup> Labour Process Conference, Blackpool, April 1993 (with M Rowlinson, L McArdle and S Procter)

59. "Cinema Verite Studies of the Labour Process", 10th Labour Process Conference, Blackpool, March 1993
58. "Total Quality as a Management Strategy in the UK Electronics Industry: A Critical Case Study", Society for the Advancement of Socio-Economics (SASE) Conference, New York, March 1993 (with L McArdle, S Procter and M Rowlinson)
57. "Cinema Verite and Ethnographic Organizational Analysis", Management Seminar Series, Keele University, March 1993
56. "Cinema Verite and Organizational Analysis", (Invited presentation), Sociology Seminar Series, Southampton University, February 1993
55. "A Methodology for the Design of CIM Systems", 1992 Pacific Conference on Manufacturing, Osaka, November (with P Forrester, C Hawksley and N Tang)
54. "The Development of Computer-Aided Process Planning within an Electrical Components Company", 1992 Pacific Conference on Manufacturing, Osaka, November (with P Forrester, C Hawksley and N Tang)
53. "A Business-Oriented Methodology for CIM", 8th National Conference on Manufacturing Research, Birmingham, September 1992 (with P Forrester and N Tang)

52. "Performance-Related Pay and Employee Relations: A Case Study from the British Electronics Industry", Employment Research Unit Annual Conference, Cardiff, September 1992 (with L McArdle, S Procter and M Rowlinson)
51. "The Objectives and Application of Performance-Related Pay", (Invited presentation), Management Control Society Seminar, Manchester University, June 1992 (with S Procter and P Forrester)
50. "Examining Computer Integrated Manufacturing as a Determinant of Strategy and Organization", British Academy of Management Conference, Bradford, September 1992 (with P Forrester)
49. "The Need for a Business-Oriented Design Methodology for CIM", 1st International Conference on Intelligent Systems Engineering, Edinburgh, August 1992 (with P Forrester and N Tang)
48. "Systems Design Methodology Applied to the Development of Computer-Aided Process Planning", 8th International Conference on Computer-Aided Production Engineering, Edinburgh, August 1992 (with P Forrester and N Tang)
47. "Performance-Related-Pay and the Management of Human Resources", 9th World Congress of the Industrial Relations Association, Sydney, August 1992

46. "Using Multiple Perspectives in Organizational Research", (Invited presentation) Australian Graduate School of Management, University of New South Wales, August 1992
45. "New Directions in Organizational Theory", (Invited presentation) School of Management, University of Adelaide, Australia, August 1992
44. "The Design to Manufacturing Interface in CIM: Evidence from Medium Sized UK Organizations", Emerging Technologies and Factory Automation Conference, Melbourne, Australia, August 1992 (with P Forrester)
43. "Performance-Related Pay in Practice: A Critical Perspective", 2nd European Management Control Symposium, Paris, July 1992 (with L McArdle, S Procter and M Rowlinson)
42. "Radical Mime: Extravagant Gestures in Organization Theory?" 10th Standing Conference on Organization Symbolism (SCOS) Conference, Lancaster, July 1992 (with I Atkin)
41. "Decision Processes in Chinese Manufacturing Companies", 7th Operations Management Association Conference, Manchester, June 1992 (with P Forrester and R Porter)

40. "Social and Organizational Change in CIM Development", 2nd Asia-Pacific Industrial Automation Conference, Singapore, May 1992 (with P Forrester) (Best Paper Award)
  
39. "Interconnecting Computer Aided Design Engineering and Production Management: Cases from UK Manufacturing Companies", International Electronics Manufacturing Conference (PEMAS '92), Penang, Malaysia, May 1992 (with P Forrester) (Best Paper Award)
  
37. "Manufacturing Flexibility and Human Resource Management: A Case Study from the Electronics Industry", (Invited presentation), Manchester Business School Seminar Series, April 1992 (with P Forrester, L McArdle and M Rowlinson)
  
36. "Organizational Implications of the Development of Computer Integrated Manufacturing (CIM): A Case Study in British Manufacturing", Global Perspectives on Business Information Conference, Reading, April 1992 (with P Forrester)
  
35. "Corporate Culture and Corporate Strategy", (Invited presentation), Technical University of Ostrava, Czechoslovakia, March 1992
  
34. "Planned Organizational Change", (Invited presentation), Technical University of Ostrava, Czech Republic, March 1992

33. "The Changing Face of Industrial Democracy: Evidence from the Electronics Industry", Employment Research Unit Conference, Cardiff, September 1991 (with L McArdle, M Rowlinson, P Forrester and S Procter)
  
32. "Implementing TQM as Electronics Production Becomes More Flexible", British Academy of Management Conference, Bath, September 1991 (with L McArdle, M Rowlinson, P Forrester and S Procter)
  
31. "The Development of CIM Strategy within the Context of Manufacturing Flexibility in Electrical Engineering", International Conference on Computer Integrated Manufacturing (ICCIM '91), Singapore, October 1991 (with P Forrester)
  
30. "A Model for the Analysis, Design and Implementation of New Production Systems", International Production Management Conference, Hefei, China, September 1991 (with P Forrester)
  
29. "CIM: The Ultimate Goal for Manufacturing?", 7th National Conference on Production Research, Hatfield Polytechnic, Hertfordshire, September 1991 (with P Forrester and N Tang)
  
28. "Qualitative and Quantitative Images of Working Time", 8th Association for the Social Study of Time (ASSET) Conference, Dartington Hall, Devon, July 1991 (paper presented by M Grieco in author's absence)

27. "Competitive Strategies for Changing Markets: Product and Process Quality in Electronics Industry", 10th European Group for Organization Studies (EGOS) Conference, Vienna, July 1991
  
26. "Competitive Edge through Flexible Work Organization: Evidence from the UK Electronics Industry", 6th Operations Management Association Conference. Aston University, Birmingham, June 1991 (with P Forrester)
  
25. "Back to the Wreckage? The Labour Theory of Value, the Labour Process and Politics", 9th Organization and Control of the Labour Process Conference, UMIST, Manchester, April 1991 (with M Rowlinson)
  
24. "Introduction: Toward a New Theory of Organizations?", Towards a New Theory of Organizations Conference, Keele University, Staffordshire, April 1991.
  
23. "A Decision Model for Analysing the Implementation of Flexible Manufacturing Systems", (Invited presentation), Symposium on New Technology and Work Organization, Staffordshire Polytechnic, Stoke-on-Trent, November 1990.
  
22. "Critical Factors for the Design and Implementation of CIM Systems in Engineering Enterprises", 6th International Conference on Computer-Aided Production Management, London, November 1990 (with M Wang)

21. "From Flexible Manufacturing to Flexible People", (Invited Presentation), Manchester School of Management, UMIST, Manchester, October 1990 (with M Rowlinson, P Forrester and L McArdle)
20. "Who Wants Harmonisation?" Employee Relations in the Enterprise Culture conference, Cardiff, September 1990 (with M Rowlinson and P Forrester)
19. "Towards an Ethnographic Paradigm for Working Time". (Invited address) Colloque International: "L'Individu Dans L'Organization: Les Dimensions Oubliees", Montreal, l'Ecole des Hautes Etudes Commerciales, September 1990
18. "An Investigative Framework for Research into the Design of Manufacturing Processes", 6th National Conference on Production Research, Glasgow, September 1990 (with D Bennett and P Forrester)
17. "The Limits to Flexibility in Electronics Assembly". (Invited presentation), Oxford Polytechnic Business School. April 1990 (with D Bennett, P Forrester, and M Rowlinson)
16. "Electronics Production and the Limits to Flexibility", 8th Organization and Control of the Labour Process Conference, Birmingham, March 1990 (with M Rowlinson and P Forrester)
15. "The Crisis Model in Organization Theory", Sociology Seminar Series, Keele University, April 1990

14. "The Current Crisis of Organizational Analysis", (Invited presentation), Symposium on "The Changing Culture of Organization Studies", Staffordshire Polytechnic, Stoke-on-Trent, February 1990
  
13. "A Model for Analysing the Implementation of New Production Systems", 14th International Conference on Production Research, Nottingham, August 1989 (with D Bennett and P Forrester)
  
12. "Time and Organizational Analysis", 9th European Group for Organization Studies (EGOS) Conference (Time seminar), Berlin, July 1989
  
11. "New Technology and Job-Organizational Design" (Invited presentation), New Technology and Organization conference, ISPA, Lisbon, July 1989
  
10. "Recipe Knowledge and the Management of Change", 4th Western European Congress on the Psychology of Work and Organization', Cambridge, April 1989 (with S Sharifi)
  
9. "An Application of Decision Process Modelling to Manufacturing Systems Design", British Academy of Management "Decision Making in Organizations" workshop, Bradford, January 1989 (with P Forrester)

8. "The Effect of Market-Driven Business Policies on the Design and Implementation of Production Systems for Electronics", British Academy of Management conference, Cardiff, September 1988 (with D Bennett and P Forrester)
7. "New Directions in Organizational Analysis". (Invited presentation) Management School, Hull University, July 1988
6. "The Pluri-paradigm Approach in Organizational Analysis", Economics and Management Seminar Series, Keele University, April 1988
5. "New Directions in Organization Theory", Economics and Management Seminar Series, Keele University, February 1987
4. "Time: A Neglected Concept in the Labour Process Debate", 4th Organizational and Control of the Labour Process Conference, Birmingham, March 1986
3. "Multiple Paradigms and Organizational Analysis", Cardiff Business School, May 1984
2. "The Porous Day and *Temps Choisi*: An Exploration into the Appropriation of Time", 2nd Organizational and Control of the Labour Process Conference, Birmingham, March 1984 (with P Clark, L Hantrais, D Linhart and K Starkey)
1. "Multiple Paradigm Research in Organizations", 20th International Congress of Applied Psychology (IAAP), Edinburgh, July 1982

**Appendix (vii)    The papers**

## **Publication 1**

"Overcoming Hermeticism in Organization Theory: An Alternative to Paradigm Incommensurability", *Human Relations*, 1988, 41 (3): 247-259

## **Publication 2**

"Multiple Paradigm Research in Organizations: A Case Study", *Organization Studies*,  
1991, 12 (2): 275-299

### **Publication 3**

“Production and Consumption in Organizational Knowledge: The Case of the Paradigms Debate”, *Organization*, 2002, 9 (2): 331-56 (with M Kelemen)

#### **Publication 4**

“Can Sociological Paradigms Still Inform Organizational Analysis? A Paradigm Model for Post-paradigm Times”, *Organization Studies*, 2013, 34 (11): 1701-1728 (with J Wolfram Cox)

## **Publication 5**

"Aspects of Time in Organization", *Human Relations*, 1991, 41 (2): 27-39

## **Publication 6**

"Postmodern Organizational Analysis: Toward a Conceptual Framework", *Journal of Management Studies*, 1994, 31 (3): 303-324

## **Publication 7**

“Actor-Network Theory, Organizations and Critique: Towards a Politics of Organizing”, *Organization*, 2010, 17 (4): 419-435 (with R Alcadipani)

## **Publication 8**

“My Brilliant Career’: New Organizational Forms and Changing Managerial Careers in Japan, UK and USA”, *Journal of Management Studies*, 2012, 49 (3): 571-99 (with J Morris and L McCann)

## **Publication 9**

“Researching Foucault’s Research: Organization and Control in Joseph Lancaster’s Monitorial Schools”, *Organization*, 2002, 9 (4): 615-641 (with M Rowlinson)

## **Publication 10**

“Rethinking the Hawthorne Studies: The Western Electric Research in its Social, Political and Historical Context”, *Human Relations*, 2012, 66 (11): 1431-61

## **Publication 11**

“Research Strategies for Organizational History: A Dialogue between Historical Theory and Organization Theory”, *Academy of Management Review*, 2014, 39 (3): 250-274 (with M Rowlinson and S Decker)

## **Publication 12**

“What is Organizational History? Toward a Creative Synthesis of History and Organizational Studies”, *Academy of Management Review*, 2016, 41 (4): 590-608  
(with P Godfrey, E O’Connor, M Rowlinson, and M Ruef)