



Reader in Gender, Work and Organization

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This reader uses an alternative approach to gender at work to provoke new thinking about traditional management topics, such as leadership and negotiation.

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

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Reader in Gender, Work and Organization From Wiley-Blackwell Bibliography

- Sales Rank: #1764774 in eBooks
- Published on: 2008-06-09
- Released on: 2008-06-09
- Format: Kindle eBook

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Editorial Review

Review

"The *Reader in Gender, Work and Organization* is the best and most up to date compilation of research and theory which examines the interplay among these key factors shaping our daily lives. The structure of the book combines with the section overviews to provide a theoretically and practically useful framework for examining this vast literature and designing new research at the frontier of this important topic. This should be in every serious social scientist's personal library." *David A Thomas, Harvard Business School*

"They have put together not only a very informative reader, but also one that will provoke discussion and debate in the classroom. I recommend it highly." *Barbara A. Gutek, University of Michigan*

From the Back Cover

This reader presents students with an alternative conceptual approach to gender in the workplace. This approach traces the alignment of commonly held assumptions about work and competence with idealized images of masculinity. The readings then illustrate how this alignment limits opportunities for all but a small narrowly defined segment of the workforce. These limitations not only affect the work experiences of women and men, but also restrict how work gets done, and therefore reduce organizational effectiveness.

The contributors take stock of the most important recent work on gender and diversity in organizations and apply it to mainstream contemporary management. The result is a book that not only gives readers a deeper understanding of gender and diversity in organizations, but also provokes new ways of thinking about traditional topics, such as leadership, human resource management, negotiation, globalization and organizational change.

About the Author

Robin J. Ely is Associate Professor of Organizational Behavior at the Harvard Business School and affiliated faculty member at the Center for Gender in Organizations, Simmons School of Management. She is author of numerous articles published in scholarly and popular management journals and is a co-editor of *Mentoring Dilemmas: Developmental Relationships in Multicultural Organizations* (ed. with A. J. Murrell and F. J. Crosby, 1999).

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Maureen A. Scully is Professor of Management at the Center for Gender in Organizations, Simmons School of Management. She is author of numerous articles published in management journals and is a co-author of *Managing for the Future: Organizational Behavior and Processes* (with D. Ancona, T. Kochan, J. Van Maanen, and E. Westney, second edition 1998). She is currently working on a book, *Luck, Pluck, or Merit? How Americans Make Sense of Inequality*.

Users Review

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Charles Thomas:

This Reader in Gender, Work and Organization book is not ordinary book, you have after that it the world is in your hands. The benefit you will get by reading this book is definitely information inside this guide incredible fresh, you will get facts which is getting deeper a person read a lot of information you will get. That Reader in Gender, Work and Organization without we know teach the one who reading it become critical in thinking and analyzing. Don't end up being worry Reader in Gender, Work and Organization can bring any time you are and not make your handbag space or bookshelves' grow to be full because you can have it within your lovely laptop even mobile phone. This Reader in Gender, Work and Organization having very good arrangement in word as well as layout, so you will not feel uninterested in reading.

Lucinda Brown:

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