

(Ebook pdf) Neoinstitutionalistische Organisationstheorie

# Neoinstitutionalistische Organisationstheorie

Von Peter Walgenbach, Renate Meyer  
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**Von Peter Walgenbach, Renate Meyer : Neoinstitutionalistische Organisationstheorie** before purchasing it in order to gage whether or not it would be worth my time, and all praised Neoinstitutionalistische Organisationstheorie:

KundenrezensionenHilfreichste Kundenrezensionen0 von 0 Kunden fanden die folgende Rezension hilfreich. super Hilfe fr MasterarbeitVon Laura D.Ich habe die neoinstituionalistische Organisationstheorie in meine Masterarbeit eingebaut. Als Basisliteratur war dieses Buch perfekt. Die recht komplizierte Theorie wird sehr gut erklrt. Besonders gut finde ich, dass Auszge aus den Original-Papern abgedruckt sind, sodass man direkt die Verweise auf die Originale hat.1 von 1 Kunden fanden die folgende Rezension hilfreich. Sehr gute EinstiegsmglichkeitVon schreibreisenIch

musste mich fachfremd ganz neu einarbeiten in die neoinstitutionalistische Organisationstheorie und habe wirklich viele Werke dazu gelesen. Ich bin sehr froh, dass ich dann auf dieses Buch gestoßen bin, das mir einen systematischen und gut verstehbaren Einstieg geboten hat. Von dort ausgehend konnte ich gezielt weiterlesen und die Originaltexte und weiteren Sekundärtexte gut einordnen. Sehr empfehlenswerter Überblick! 4 von 5 Kunden fanden die folgende Rezension hilfreich. Much more than a great introduction into a complex field

Von S. Hndschke

Neo-institutional organization theory as a term is a tongue-twister. As an academic theory it is convoluted: It originated in three main articles that spurred a widely diverse and successful strain of organizational research. In their book 'Neo institutional organization theory', Walgenbach/Meyer manage to tame this assorted field short-handedly in an easy and most accessible manner. Often German publications are replete with blown-up academic language. None of that can be found in Walgenbach/Meyer. Their style and structure convince all kinds of readers. Even very complicated and subtle arguments are laid out in a clear and concise tone that makes the theory available to all kinds of readers. Additionally, it is well structured and the reader can easily find his way around, either by using the lean table of contents or the extensive glossary. The book consists of eight chapters. After an introduction, Walgenbach/Meyer start out excavating the main arguments summarizing the three seminal articles by Meyer/Rowan (1977), DiMaggio/Powell (1983), and Zucker (1977). These comprise the core of neo-institutional theory. Hereby they also uncover inherent similarities but too, expose dissimilarities that often have been neglected, especially due to the requirements of empirical research in the field. This scrupulous attention to core ideas and its implications is one of the special strengths of the book. This makes it an interesting piece of work for established scholars, too. For the following chapter number three, which is the logical extension of the previous, this is also true. In this chapter the five core concepts, which originate in the three main articles 'institutions, legitimacy, technical and institutional environments, organizational fields and decoupling' are analyzed in depth. Thereby Walgenbach/Meyer, on the one hand, dissect the main arguments. On the other hand they also show how these have been developed further by both theoretical and empirical research in all kinds of academic disciplines, sociology, business and management science, economics, political science, psychology as well as public administration and public policy research. Hereby another strength of the book becomes visible: The breadth and actuality of the literature reviewed. All important articles, even those in the reviewing/revision stage up to this year are taken into account. This becomes even clearer in the next two chapters that deal with two related and (especially the latter) more recent subjects, institutional change and the conceptualization of actors, e.g. in the form of institutional entrepreneurs, in the theory. These are also the chapters most interesting to an audience of organizational practitioners, (of a book, which, as Walgenbach/Meyer purposely admit, is mainly directed at an academic audience). For they scrutinize the processes of institutional change. Walgenbach/Meyer expose patterns of institutional change as well as its triggers. In this way it helps practitioners to understand the change that happens around them and how to intervene in these processes. In this regard they relate the theory to Giddens' structuration theory and find a great similarity. The relationship of neo-institutionalism to other theories is discussed in chapter six, which forms one of the strongest academic parts of the book. The theories discussed are: strategic management, institutional economics, organizational ecology, and the business systems approach. In the way how Walgenbach/Meyer contrast each of these with neo-institutionalism is illuminating for both institutionalists and researchers from other disciplines. Only, the piece on institutional economics could have been more elaborate, since it consists of many strains within economics, agency theory, property rights theory and transaction cost theory, the relationship of which is not clear within the field of economics, either. The more recent developments in economics-based research on organizations, i.e. organizational economics and the organization-relevant results of experimental economics (especially, since one of the three seminal papers, Zucker 1977, is an experimental paper) might add explanatory power with regard to the question where institutions come from and fill this one downside (of the very few) of the book. The last two chapters of the book, chapters seven and eight, point towards one of the aims Walgenbach/Meyer pursue with their book, leading interested researchers towards working with the theory in analyzing organizations. By describing the empirical design and the methods used in neo-institutional studies, mainly diffusion and adoption studies, they offer a nearly ready-made toolbox for neo-institutional research. At this point they show further directions for theoretical research, too. As the previous, this chapter is well written and very well thought through. By now one thing should have become clear: Actually, Walgenbach/Meyer is not one book, it is three books in one. It is a textbook, as it offers an introduction to and a summary of the main concepts, which is incredibly comprehensive and easy-to-read. For a 'real' textbook only minor things are missing: e.g. questions at the end of each chapter, which would help a high-level undergraduate or a graduate student to work through the arguments. It is a workbook, as it offers an introduction into the field at a high level including very good citations and literature reference that make the primary sources easily accessible for readers. The two chapters on empirical research and design pick up PhD students who ponder working with the theory and they offer a very good starting point for actually doing it. And it is a piece of scholarly work, as it does not offer only a complete literature review: Walgenbach/Meyer actually sketch out the development of the whole theory, starting out with the three main articles and the systematization of the main theoretical arguments in a way that is a piece of scholarly work at its own. They work out even very subtle limitations of the theory and thus open new avenues for further research. Therefore, in this regard, this book is a landmark in neo-institutional theory, too. The landmark for a

widely used textbook that summarizes a diverse field and at the same time shapes specific arguments was set in organizational economics by Milgrom/ Roberts (1992). For neo-institutional organization theory a similar work has been lacking. Walgenbach/Meyer not only fill this gap by focusing an even more diverse field into a brief academic, yet incredibly easy-to-read piece. In the way they do so, they even shape this field. It will become a classic piece for all students both undergraduate and graduate as well as researchers working with neo-institutional arguments in understanding and researching both public and private organizations. Overall it lives up to the high academic and stylistic standards Walgenbach had set up in his previous books. However, without doubt, this one will become the most widely read and most influential.

**Kurzbeschreibung** Die in der nordamerikanischen Organisationsforschung wurzelnde neoinstitutionalistische Organisationstheorie ist derzeit eine der weltweit führenden Organisationstheorien. Im Mittelpunkt dieses Ansatzes stehen die gesellschaftliche Einbettung von Organisationen sowie die zentrale Rolle des sozialen und kulturellen Umfeldes für die Legitimität von Organisationsstrukturen und Managementpraktiken. Das vorliegende Buch bietet eine umfassende Einführung in die Grundlagen der neoinstitutionalistischen Organisationstheorie. Ergebnisse der empirischen Forschung und konzeptionelle Weiterentwicklungen des Ansatzes werden vorgestellt und diskutiert. Anhand aktueller Fragestellungen werden die unterschiedlichen Positionen innerhalb des Neoinstitutionalismus, potenzielle Schnittstellen mit anderen Organisationstheorien sowie das Spektrum möglicher Forschungsmethoden aufgezeigt und kritisch kommentiert.

ber den Autor und weitere Mitwirkende Prof. Dr. Peter Walgenbach ist Inhaber des Lehrstuhl für Organisation, Führung und Human Resource Management an der Universität Jena. Prof. Dr. Renate Meyer lehrt Public Management an der Wirtschaftsuniversität Wien. Prof. Dr. Peter Walgenbach teaches organisational theory and management at the university of Jena. Prof Dr. Renate Meyer teaches public management at the economic university of Vienna.