

Contents

Preface	ix
Part I: Developments in Institutional Theory	1
The Themes of Institutional Analysis	2
The Structure of This Book	4
A Final Note	7
1. Ontology and Rationalization in the Western Cultural Account	9
<i>John W. Meyer, John Boli, and George M. Thomas</i>	
Actors, Action, and Their Reification	11
Culture as Institutional Rules	16
Rationalization and the Construction of Entities	20
Cultural Accounts	24
Summary	26
2. Rationalized Environments	28
<i>John W. Meyer</i>	
Background	32
Aspects of the Rationalized Environment	36
Levels at Which the Rationalized Environment Is Constructed	40
The Impact on Organizations of the Fragmented Rationalized World Environment	51
Conclusion	53

3. Institutions and Organizations: Toward a Theoretical Synthesis	55
<i>W. Richard Scott</i>	
Institutions: A Layered Model	56
Meaning Systems and Behavior Patterns	57
Symbolic Elements: Representational, Constitutive and Normative Rules	60
Regulatory Processes	63
Early Summary and Commentary	64
Alternative Governance Mechanisms:	
Organizational Forms	68
Organizational Fields	70
Explaining Institutions and Governance Systems	71
Conclusion	78
4. Institutional Analysis: Variance and Process Theory Approaches	81
<i>W. Richard Scott</i>	
A Typology of Institutional Research	82
Studies Employing Variance Theories	85
Studies Using Process Theory	89
Persisting Issues in Institutional Analysis	96
5. Institutional Conditions for Diffusion	100
<i>David Strang and John W. Meyer</i>	
Factors Affecting Diffusion	103
Analytic Strategies	109
Conclusion	111
Part II: Institutional Environments and Organizational Complexity	113
More Organizations	114
Diverse Organizations	116
A Concluding Note	118
6. Social Environments and Organizational Accounting	121
<i>John W. Meyer</i>	
A Note on Definition	123
Cultural Rationalization	124
Counting and Accounting	126
The Organized Environment	131
Context and Types of Accounting Work	134
The Impact of Accounting Evolution on the Organizational Environment	134
Research Designs	136

7.	Environmental Linkages and Organizational Complexity: Public and Private Schools	137
	<i>W. Richard Scott and John W. Meyer</i>	
	The Environments of Public and Private Schools	139
	Environments and Educational Organizations: Predicted Relations	145
	Environments and Educational Organizations: Evidence	146
	Conclusion	159
8.	Centralization, Fragmentation, and School District Complexity	160
	<i>John W. Meyer, W. Richard Scott, and David Strang</i>	
	Theoretical and Research Background	161
	Evolution of Educational Environments and School Organizations	164
	Study Design and Hypotheses	168
	Results	173
	Discussion	176
9.	Bureaucratization Without Centralization: Changes in the Organizational System of U.S. Public Education, 1940-1980	179
	<i>John W. Meyer, W. Richard Scott, David Strang, and Andrew L. Creighton</i>	
	Bureaucratization	180
	Centralization and Bureaucratization	191
	Rethinking the Relation Between Bureaucratization and Centralization	199
	Conclusions	205
Part III: Institutional Environments and the Expansion of Individuality Within Organizations		207
	Expanded Personhood	210
	Impact on Organization	211
	General Consequences	212
	The Environment	213
	A Concluding Caution	214
10.	Institutional and Organizational Rationalization in the Mental Health System	215
	<i>John W. Meyer</i>	
	Crisis	216
	Environments	217
	The Institutional Construction of Mental Health	219

Problematics of the Social Construction of Mental Health	221
Effects on Mental Health Organizations	223
Resolutions	226
11. The Rise of Training Programs in Firms and Agencies: An Institutional Perspective	228
<i>W. Richard Scott and John W. Meyer</i>	
The Institutionalization of Training	230
Explaining the Existence, Nature, and Variety of Organizational Training Programs	240
Conclusions	252
12. Employee Training: The Expansion of Organizational Citizenship	255
<i>Susanne C. Monahan, John W. Meyer, and W. Richard Scott</i>	
Personnel Systems and Training in Organizations	257
The Expansion of Employee Competence	262
Caveats and Summary	269
13. Equal Opportunity Law and the Construction of Internal Labor Markets	272
<i>Frank Dobbin, John R. Sutton, John W. Meyer, and W. Richard Scott</i>	
Perspectives on Internal Labor Markets	273
Equal Employment Law and Internal Labor Markets	275
Data and Methods	284
Findings	289
Conclusion	297
References	301
Index	322
About the Authors	326
About the Contributors	327