

CONTENTS

<i>List of Figures</i>	xi
<i>List of Tables</i>	xii
<i>List of Contributors</i>	xiii

Introduction: The Need for Meta-theoretical Reflection in Organization Theory	1
HARIDIMOS TSOUKAS AND CHRISTIAN KNUDSEN	

PART I ORGANIZATION THEORY AS SCIENCE

1. Organization Theory as a Positive Science	39
LEX DONALDSON	
2. Organization Theory as an Interpretive Science	63
MARY JO HATCH AND DVORA YANOW	
3. Organization Theory as a Critical Science? Forms of Analysis and 'New Organizational Forms'	88
HUGH WILLMOTT	
4. Organization Theory as a Postmodern Science	113
ROBERT CHIA	

PART II THE CONSTRUCTION OF ORGANIZATION THEORY

5. The Origins of Organization Theory 143
WILLIAM H. STARBUCK
6. The Historical and Epistemological Foundations
of Organization Theory: Fusing Sociological Theory
with Engineering Discourse 183
YEHOUDA SHENHAV
7. Feminist Theory and Organization Theory:
A Dialogue on New Bases 210
SILVIA GHERARDI
8. The Styles and the Stylists of Organization Theory 237
BARBARA CZARNIAWSKA
9. Pluralism, Scientific Progress, and the Structure
of Organization Theory 262
CHRISTIAN KNUDSEN

PART III META-THEORETICAL CONTROVERSIES IN ORGANIZATION THEORY

10. The Agency/Structure Dilemma in Organization Theory:
Open Doors and Brick Walls 289
MICHAEL REED
11. Modes of Explanation in Organization Theory 310
ANDREAS GEORG SCHERER
12. Micro and Macro Perspectives in Organization Theory:
A Tale of Incommensurability 345
WILLIAM MCKINLEY AND MARK A. MONE

13. Economic versus Sociological Approaches
to Organization Theory 373
RICHARD SWEDBERG
- ~~X~~14. Meta-theoretical Controversies in Studying
Organizational Culture 392
JOANNE MARTIN

PART IV ORGANIZATION THEORY AS A POLICY SCIENCE

15. Actionable Knowledge 423
CHRIS ARGYRIS
- ~~X~~16. Theory and Practice in the Real World 453
KARL E. WEICK
17. Organization Theory and Ethics:
Varieties and Dynamics of Constrained Optimization 476
RICHARD P. NIELSEN
18. Character and Virtue in an Era of Turbulent Capitalism 502
IAIN MANGHAM

PART V THE FUTURE OF ORGANIZATION THEORY

- ~~X~~19. The Future of Organization Theory:
Prospects and Limitations 525
GIBSON BURRELL
- ~~X~~20. Managing Organization Futures in a Changing
World of Power/Knowledge 536
STEWART CLEGG

21.	The Future of Organization Studies: Beyond the Selection–Adaptation Debate	568
	ARIE Y. LEWIN AND HENK W. VOLBERDA	
22.	At Home from Mars to Somalia: Recounting Organization Studies	596
	MARTA B. CALÁS AND LINDA SMIRCICH	
23.	New Times, Fresh Challenges: Reflections on the Past and the Future of Organization Theory	607
	HARIDIMOS TSOUKAS	
	<i>Index</i>	623

FIGURES

0.1	What meta-theoretical reflection is about	6
0.2	Social research as a practical activity	8
9.1	Reputational organizations in the social sciences	274
9.2	The specialization vs. the fragmentation trap	282
11.1	The relationship between philosophy of science, organization theory, and organizational practice	313
11.2	Deductive-nomological explanation	315
11.3	Hempelian models of explanation	316
11.4	Macro- and micro-level interrelations	330
15.1	Model I theory-in-use	439
15.2	Model II theory-in-use	441
15.3	The action cycle	447
15.4	The action and sub-routine cycle	448

TABLES

3.1	Habermas's three knowledge-constitutive interests	95
7.1	A summary of feminist approaches	215
7.2	The 'woman's standpoint' approach compared to the 'positionality' approach	221
13.1	The economic vs. the sociological view of organizations	385
16.1	Mindsets associated with concrete and abstract systems	456
17.1	Perspectives on organization theory and ethics	478
21.1	Single-lens theories informing selection–adaptation discourse	577
21.2	Antecedents of coevolution	580