

Discourse Perspectives On Organizational Communication The Fairleigh Dickinson University Press Series In Communication Studies

The International Encyclopedia of Organizational Communication, 4 Volume Set
The Oxford Handbook of Organizational Climate and Culture
The SAGE Handbook of Organizational Discourse
Engaging Organizational Communication Theory and Research
Discourse Perspectives on Organizational Communication
Innovative Perspectives on Tourism Discourse
Language and Communication at Work
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The Handbook of Organizational Rhetoric and Communication
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The International Encyclopedia of Organizational Communication, 4 Volume Set

Intended to provide a “century's end” overview of where the entire field of communication is heading, the speeches reprinted here were given at the 1996 national convention of the Speech Communication Association. Some of the most prominent researchers active in the discipline were asked to review the state of the art in their area of specialization, to limn new areas promising for study, and to help chart the course for the further study into the next century. Commissioned by Judith S. Trent, president of the National Communication Association, the speeches reprinted here include valuable and insightful overviews from such diverse areas as interpersonal communication studies, to examinations of the volatile realms of politics and organizations, to discussions of emerging issues like gender, health, and education, to descriptions of the contributions provided by critical lenses like social theory and cultural studies. All provide a broad look at where the field is, where it has emerged from, and, most importantly, where it is going. A joint venture of the National Communication Association and Allyn & Bacon, this volume will serve both as a text for graduate and undergraduate students taking courses like Communication Theory, Communication Education, and Introduction to Communication Studies and as a valuable resource for scholars and teachers in the field. While Allyn & Bacon will make this volume broadly available to its customers

and to interested members of the profession free of charge, the text will also be available for course adoption at a reasonable price. Proceeds from sales of the text for class adoption will be placed in a special fund, administered by the National Communication Association, and used to sponsor professional activities for graduate students at future annual national conventions.

The Oxford Handbook of Organizational Climate and Culture

The application of linguistic optimization methods in the tourism, travel, and hospitality industry has improved customer service and business strategies within the field. It provides an opportunity for tourists to explore another culture, building tolerance and overall exposure to different ways of life. *Innovative Perspectives on Tourism Discourse* is a pivotal reference source for the latest research findings on the role of language and linguistics in the travel industry. Featuring extensive coverage on relevant areas such as intercultural communication, adventure travel, and tourism marketing, this publication is an ideal resource for linguists, managers, researchers, economists, and professionals interested in emerging developments in tourism and travel.

The SAGE Handbook of Organizational Discourse

Merges management theory with linguistics to redefine the current understanding of organizational discourse.

Engaging Organizational Communication Theory and Research

Key practitioners and researchers explore how people routinely and at particular sites are discursively constructed as deficient in ways that may affect their life chances. The book offers examples of how adopting multiple perspectives on research can provide a rich explanatory analysis of the construct of 'deficit' in a range of domains.

Discourse Perspectives on Organizational Communication

How do people engage in and competently manage discourse and interaction with others? Whether in informal, everyday conversations or professional dialogues, people "do" things while they are speaking or writing. Focusing on the fundamental interactional, social, political and cultural functions of text and talk, this comprehensive volume shows that discourse is not merely form and meaning but also action. This social dimension of discourse is further highlighted by examining the role of social identity and group membership, such as those based on gender, 'race' and ethnicity: How do members of various groups typically speak among each other and how do they communicate with people of other groups or cultures? What is the role of discourse in the perpetuation of sexism or racism? Several chapters use critical discourse analysis to examine the reproduction of social power, dominance and inequality, and special attention is paid to political and corporate discourse. Other contributions show that the complex interplay of the forms, meanings, and actions of discourse both shape and are shaped by culture.

Innovative Perspectives on Tourism Discourse

This volume gathers the work of the Brussels group of critical media and communication scholars that deploy discourse theory as theoretical backbone and analytical research perspective. The book seeks to show the value and applicability of discourse-theoretical analysis (DTA) within the field of media and communication studies, through a variety of case studies that highlight both the radical contingent nature and the hegemonic workings of media and communication practices.

Language and Communication at Work

Intercultural Discourse and Communication: The Essential Readings is a collection of articles that discuss major theoretical approaches, case studies of cultural and sub-cultural contact from around the globe, issues of identity in 'bicultural' individuals, and the 'real world' implications of intercultural contact and conflict. Collects articles that describe and analyze discourse and communication in several channels, including spoken, written, and signed. Considers various group organizations such as culture/subculture, gender, race/ethnicity, social class, age, and region. Includes brief introductions to each section by the editors that explain main concepts. Contains discussion questions that enhance the book's value for courses.

Perspectives on Organizational Communication

This volume promotes constructive dialogue among the basic methodological positions in organizational communication today. Three essays discuss the concept of common ground from interpretive, post-positivist, and critical vantage points.

The Handbook of Organizational Rhetoric and Communication

Trust and Discourse: Organizational perspectives offers a timely collection of new articles on the relationship between discursive practices in organizational or institutional contexts and the psychological/moral category of trust. As globalization, the drive for efficiency and accountability, and increased time pressure lead groups and individuals to rethink the way they communicate, it is becoming more and more important to investigate how these streamlined and impersonal forms of communication affect issues of responsibility, authenticity and - ultimately - trust. The book deals with a variety of organizational settings ranging from in-hospital bedside teaching encounters and government communication following a nuclear accident to job interviews and foreign news reporting. This comprehensive study of an emerging new field will provide essential reading for linguists, discourse analysts, communication scholars, and other social scientists interested in a range of perspectives on oral, written and digital language use in society, including interactional sociolinguistics, Critical Discourse Analysis, ethnography, multimodality and organizational studies.

Organizational Discourse

How do people engage in and competently manage discourse and interaction with others? Whether in informal, everyday conversations or professional dialogues, people do things while they are speaking or writing. Focusing on the fundamental interactional, social, political and cultural functions of text and talk, this comprehensive volume shows that discourse is not merely form and meaning but also action. This social dimension of discourse is further highlighted by examining the role of social identity and group membership, such as those based on gender, 'race' and ethnicity: How do members of various groups typically speak among each other and how do they communicate with people of other groups or cultures? What is th

Discourse and Crisis

How can we study organizations from a discursive perspective? What are the characteristics, strengths and weaknesses of each perspective on organizational discourse? To what extent do discourse and communication constitute the organizational world? This accessible book addresses these questions by showing how classical organizational themes, objects and questions can be illuminated from various discursive perspectives. Six approaches are presented and explained: semiotics, rhetoric, speech act theory, conversation analysis/ethnomethodology, narrative analysis, and critical discourse analysis. These six perspectives are then mobilized throughout the book to study coordination and organizing, organizational culture and identity, as well as negotiation, decision making and conflicts in the context of meetings. The unifying thread of this volume is the communicative constitutive approach (CCO) to organizations, as implicitly or explicitly advocated by the great majority of organizational discourse analysts and theorists today. Throughout *Organizational Discourse*, this theme will help readers distinguish between discursive perspectives and other approaches to organizational life, and to understand how discourse matters in organizations.

Communication Yearbook 27

Recipient of the '2013 Top Edited Book Award', by the Organizational Communication Division of the National Communication Association (USA) This timely collection addresses central issues in organizational communication theory on the nature of organizing and organization. The unique strength of this volume is its contribution to the conception of materiality, agency, and discourse in current theorizing and research on the constitution of organizations. It addresses such questions as: To what extent should the materiality of texts and artifacts be accounted for in a process view of organization? What part does materiality play in the process by which organizations achieve continuity in time and space? In what sense do artifacts perform a role in human communication and interaction and in the constitution of organization? What are the voices and entities participating in the emergence and stabilization of organizational reality? The work represents scholarship going on in various parts of the world, and features contributions that overcome traditional conceptions of the nature of organizing by addressing in specific ways the difficult issues of the performative character of agency; materiality as the basis of the iterability of communication and continuity of organizations; and discourse as both textuality and interaction. The contributions laid out in this book also pay tribute to the work of the organizational

communication theorist James R. Taylor, who developed a view of organization as deeply rooted in communication and language. Contributors extend and challenge Taylor's communicative view by tackling issues and assumptions left implicit in his work.

Discourse Ability and Brain Damage

Here, discourse encompasses not only the multi-modal resources that people mobilize in organizational (inter)action, but also the practices and transformative dynamics afforded by those resources. The organizational changes highlighted in the book revolve around three dimensions of work that are increasingly coming to the fore: participation, boundary spanning and knowledging.

Discourses of Trust

Discourse and Crisis: Critical perspectives brings together an exciting collection of studies into crisis as text and context, as unfolding process and unresolved problem. Crisis is viewed as a complex phenomenon that – in its prevalence, disruptiveness and (appearance of) inevitability – is both socially produced and discursively constituted. The book offers multiple critical perspectives: in-depth linguistically informed analyses of the discourses of power and collaboration implicated in crisis construal and recovery; detailed examination of the critical role that language plays during the crisis life-cycle; and further problematization of the semiotic-material complexity of crisis and its usefulness as an analytical concept. The research focus is on the discursive and interactive mediation of crisis in organizational, political and media texts. The volume contains contributions from across the world, offering a polyphonic overview of 'discourse and crisis' research. This impressive volume will be useful to researchers and academics working on the intersection of crisis, language and communication. It is also of interest to practitioners in organizational management, politics and policy, and media.

Race, Gender, and Leadership

Bringing together prominent scholars from a variety of disciplines, "Communicative Practices in Workplaces and the Professions: Cultural Perspectives on the Regulation of Discourse and Organizations" offers readers an engaging set of essays on the complicated relationship between discourse and the many institutions within which people act. Each author brings a unique theoretical perspective to conceptualizing how discourse is regulated and how it regulates when human activity is organized for such purposes as work or belonging to a profession. Together, the contributors to this collection offer a provocatively complex picture of what regulation means and the means of regulation.

Communication

A one-stop source for scholars and advanced students who want to get the latest and best overview and discussion of how organizations use rhetoric While the disciplinary study of rhetoric is alive and well, there has been curiously little specific interest in the rhetoric of organizations. This book seeks to remedy that

omission. It presents a research collection created by the insights of leading scholars on rhetoric and organizations while discussing state-of-the-art insights from disciplines that have and will continue to use rhetoric. Beginning with an introduction to the topic, *The Handbook of Organizational Rhetoric and Communication* offers coverage of the foundations and macro-contexts of rhetoric—as well as its use in organizational communication, public relations, marketing, management and organization theory. It then looks at intellectual and moral foundations without which rhetoric could not have occurred, discussing key concepts in rhetorical theory. The book then goes on to analyze the processes of rhetoric and the challenges and strategies involved. A section is also devoted to discussing rhetorical areas or genres—namely contextual application of rhetoric and the challenges that arise, such as strategic issues for management and corporate social responsibility. The final part seeks to answer questions about the book's contribution to the understanding of organizational rhetoric. It also examines what perspectives are lacking, and what the future might hold for the study of organizational rhetoric. Examines the advantages and perils of organizations that seek to project their voices in order to shape society to their benefits Contains chapters working in the tradition of rhetorical criticism that ask whether organizations' rhetorical strategies have fulfilled their organizational and societal value Discusses the importance of obvious, traditional, nuanced, and critically valued strategies such as rhetorical interaction in ways that benefit discourse Explores the potential, risks, paradoxes, and requirements of engagement Reflects the views of a team of scholars from across the globe Features contributions from organization-centered fields such as organizational communication, public relations, marketing, management, and organization theory *The Handbook of Organizational Rhetoric and Communication* will be an ideal resource for advanced undergraduate students, graduate students, and scholars studying organizational communications, public relations, management, and rhetoric.

The SAGE Handbook of Organizational Communication

Much has been written about a model of leadership that emphasizes women's values and experiences, that is in some ways distinct from male models of leadership. This book redirects the focus to a view of leadership as a multicultural phenomenon that moves beyond dualistic notions of "masculine" and "feminine" leadership, and focuses more specifically on leadership as the management of meaning, including the meanings of the notion of "organizational leader." This volume focuses on leadership "traditions" revealed in the history of Black women in America and exemplified in the leadership approaches of 15 African American women executives who came of age during the civil rights and feminist movements of the 1960's and 1970's and climbed to the top of major U.S. organizations. It advances a vision of organizational leadership that challenges traditional masculine and feminine notions of leadership development and practice, providing insights on organizational leadership in the era of post-industrialization and globalization. Additionally, by placing African American women at the center of analysis, this book provides insights into the ways in which race and gender structure key leadership processes in today's diverse and changing workplace. It is a must-read for scholars and researchers in organizational communication, management, leadership, African American studies,

Discourses of Post-bureaucratic Organization

A systematic exploration of the emerging field of organizational discourse.

Communicative Practices in Workplaces and the Professions

The Handbook of Intercultural Discourse and Communication brings together internationally-renowned scholars from a range of fields to survey the theoretical perspectives and applied work, including example analyses, in this burgeoning area of linguistics. Features contributions from established researchers in sociolinguistics and intercultural discourse Explores the theoretical perspectives underlying work in the field Examines the history of the field, work in cross-cultural communication, and features of discourse Establishes the scope of this interdisciplinary field of study Includes coverage on individual linguistic features, such as indirectness and politeness, as well as sample analyses of IDC exchanges

Discourse as Social Interaction

Organizational communication as a field of study has grown tremendously over the past thirty years. This growth is characterized by the development and application of communication perspectives to research on complex organizations in rapidly changing environments. Completely re-conceptualized, The SAGE Handbook of Organizational Communication, Third Edition, is a landmark volume that weaves together the various threads of this interdisciplinary area of scholarship. This edition captures both the changing nature of the field, with its explosion of theoretical perspectives and research agendas, and the transformations that have occurred in organizational life with the emergence of new forms of work, globalization processes, and changing organizational forms. Exploring organizations as complex and dynamic, the Handbook brings a communication lens to bear on multiple organizing processes.

Discourse and Management

The second edition of The Routledge Handbook of Discourse Processes provides a state-of-the-art overview of the field of discourse processes, highlighting the subject's interdisciplinary foundations and bringing together established and emergent scholars to provide a dynamic roadmap of the evolution of the field. This new edition reflects several of the enormous changes in the world since the publication of the first edition—changes in modes of communication and an increased urgency to understand how people comprehend and trust information. The contents of this volume attempt to address fundamental questions about what we should now be thinking about reading, listening, talking, and writing. The chapters collected here represent a wide range of empirical methods currently available: lab or field experiments, with a range of measures, from quantitative to qualitative; observational studies, including classrooms or organizational communication; corpus analyses; conversation analysis; computational modeling; and linguistic analyses. The chapters also draw attention to the explosion of

contextually rich and computationally intensive data analysis tools which have changed the research landscape, along with more contemporary measures of people's discourse use, from eye-tracking to video analysis tools to brain scans. The Routledge Handbook of Discourse Processes, Second edition is the ideal resource for graduate students, researchers, and practitioners in a variety of disciplines, including discourse analysis, conversation analysis, cognitive psychology, and cognitive science.

Discourses of Deficit

Engaging Organizational Communication Theory and Research: Multiple Perspectives is a book unlike any in the field. Each chapter is written by a prominent scholar who presents a theoretical perspective and discusses how he or she "engages" with it, personally examining what it means to study organizations. Rejecting the traditional model of a "reader," this volume demonstrates the intimate connections among theory, research, and personal experience. Engaging Organizational Communication Theory and Research is an indispensable resource for anyone wishing to be familiar with current trends in the field of organizational communication.

Communication and Negotiation

This book approaches persuasion in public discourse as a rhetorical phenomenon that enables the persuader to appeal to the addressee's intellectual and emotional capacities in a competing public environment. The aim is to investigate persuasive strategies from the overlapping perspectives of cognitive and functional linguistics. Both qualitative and quantitative analyses of authentic data (including English, Czech, Spanish, Slovene, Russian, and Hungarian) are grounded in the frameworks of functional grammar, facework and rapport management, classical rhetoric studies and multimodal discourse analysis and are linked to the constructs of (re)framing, conceptual metaphor and blending, mental space and viewpoint. In addition to traditional genres such as political speeches, news reporting, and advertising, the book also studies texts that examine book reviews, medieval medical recipes, public complaints or anonymous viral videos. Apart from discourse analysts, pragmatists and cognitive linguists, this book will appeal to cognitive musicologists, semioticians, historical linguists and scholars of related disciplines.

The Handbook of Intercultural Discourse and Communication

The Handbook of Business Discourse is the most comprehensive overview of the field to date. It offers an accessible and authoritative introduction to a range of historical, disciplinary, methodological and cultural perspectives on business discourse and addresses many of the pressing issues facing a growing, varied and increasingly international field of research. The collection also illustrates some of the challenges of defining and delimiting a relatively recent and eclectic field of studies, including debates on the very definition of 'business discourse'. Part One includes chapters on the origins, advances and features of business discourse in Europe, North America, Australia and New Zealand. Part Two covers methodological approaches such as mediated communication, corpus linguistics,

organisational discourse, multimodality, race and management communication, and rhetorical analysis. Part Three moves on to look at disciplinary perspectives such as sociology, pragmatics, gender studies, intercultural communication, linguistic anthropology and business communication. Part Four looks at cultural perspectives across a range of geographical areas including Spain, Brazil, Japan, Korea, China and Vietnam. The concluding section reflects on future developments in Europe, North America and Asia.

Discourse, Interpretation, Organization

Discourse is not just a means of expressing thought; it is also an autonomous body, an act through which we aim to achieve a certain effect. Modern linguistics proposes a broader definition of discourse, as a discrete and unique enunciative process, where the speaker or author makes language concrete through speech (in the Saussurian sense), and describes the various acts (oral, illocutionary, perlocutionary) that discourse performs. This book examines discourse, an object of analysis and criticism, from a wide range of perspectives. Among the concepts explored are the contributions of rhetoric in the art of discourse, the evolution of multiple approaches and the main methods of discourse analysis conducted by a variety of researchers. The book deepens our knowledge and understanding of discourse, a concept on which any research related to information and communication can be based.

The Routledge Handbook of Discourse Processes

Communication Yearbook 27 is devoted to publishing state-of-the-art literature reviews in which authors critique and synthesize a body of communication research. This volume continues the tradition of publishing critical, integrative reviews of specific lines of research. Chapters focus on an organizational communication challenge to the discourse of work and family research; recovering women's voice; empowerment and communication; participatory communication for social change; and the problematics of dialogue and power. In addition, chapters discuss the megaphone effect; the effects of television on group vitality; the empowerment of feminist scholarship in public relations and the building of a feminist paradigm; control, resistance, and empowerment in raced, gendered, and classed work contexts; credibility for the 21st century; and communicating disability.

Visualizing Digital Discourse

This book examines language and communication as an inherent part of on-going organizational processes. It explores language and communication as constitutive of work; analyses how they actually 'work'; and examines their role as part of strategic and institutional work in and around organizational phenomena.

Communication and Discourse Theory

The first book to bring together researchers and practitioners from a range of professions and institutions in exploring how people develop and may lose Trust

through the ways in which they speak, write and act. Includes practical examples of how to conduct Trust-related research using tools from applied linguistics and discourse analysis.

Discourse

Consolidating alternative perspectives on communication and negotiation, this volume reviews the work of noted communication scholars and suggests directions for future research. Contributors explore three major aspects of negotiation communication: strategies, tactics and negotiation processes; interpretive processes and language analysis; and negotiation situation and context. This research also explores bargaining planning, framing and reframing, as well as relational communication with opponents, constituents and audiences.

Discourse as Social Interaction

Nonspecialists are often surprised by the issues studied and the perspectives assumed by basic scientific researchers. Nowhere has the surprise traditionally been greater than in the field of psychology. College students anticipate that their psychology courses will illuminate their personal problems and their friends' personalities; they are nonplussed to discover that the perception of geometric forms and the running of T-mazes dominates the textbooks. The situation is comparable in the domain of linguistics. Nonprofessional observers assume that linguists study exotic languages, that when they choose to focus on their own language, they will examine the meanings of utterances and the uses to which language is put. Such onlookers are taken aback to learn that the learning of remote languages is a marginal activity for most linguists; they are equally amazed to discover that the lion's share of work in the discipline focuses on issues of syntax and phonology, which are virtually invisible to the speaker of a language. Science moves in its own, often mysterious ways, and there are perfectly good reasons why experimental psychologists prefer to look at mazes rather than at madness, and why linguists study syntax rather than Sanskrit. Nonetheless, it is a happy event for all concerned when the interests of professionals and non specialists begin to move toward one another and a field of study comes to address the "big questions" as well as the experimentally most tractable ones. Discourse Ability and Brain Damage reflects this trend in scientific research.

Digital Business Discourse

Discourse Perspectives in Organizational Communication brings together researchers from the social sciences and humanities to look at discourse and how it shapes organizations and their social actors. Unlike others in the field, this book assumes that language creates and constitutes reality, rather than simply mirroring or describing it. This collection illustrates the variety of organizational phenomena that might be studied and the range of epistemological and methodological approaches that might be used in discourse analysis techniques.

Discourse and Organization

The chapters in this volume, drawn from the second Organizational Communication and Change conference, focus on changes in the ways people enact and make sense of organization, including behaviours that stimulate and constitute change.

Trust and Discourse

Discourse and Management offers a unique combination of discourse analysis and critical management studies. Presenting a fresh perspective on organizational discourse, this book twins theoretical insight with hands-on advice on tackling methodological challenges. Packed with real-life examples and case studies, it explains how a critical, language-centred approach can help to explore issues such as identity, persuasion and power. It encourages critical engagement with theories, methods and concepts, providing practical tools for research projects and adaptable skills for self-reflection. • Accessibly written and clearly structured. • Assumes no prior knowledge of linguistics or discourse studies. • Introduces key concepts and methodological tools for approaching discourse analysis from a critical perspective. This is the perfect resource for advanced undergraduate, postgraduate and PhD students of organization and management, as well as researchers interested in adding critical discourse analysis to their repertoire of methods.

Organizational Communication and Change

Providing an overview of domains such as study, methodologies and perspectives used in research, this text shows how discourse analysis has moved beyond its roots in literary theory to become an important approach in the study of organizations.

Organization and Organizing

The Oxford Handbook of Organizational Climate and Culture presents the breadth of topics from Industrial and Organizational Psychology and Organizational Behavior through the lenses of organizational climate and culture. The Handbook reveals in great detail how in both research and practice climate and culture reciprocally influence each other. The details reveal the many practices that organizations use to acquire, develop, manage, motivate, lead, and treat employees both at home and in the multinational settings that characterize contemporary organizations. Chapter authors are both expert in their fields of research and also represent current climate and culture practice in five national and international companies (3M, McDonald's, the Mayo Clinic, PepsiCo and Tata). In addition, new approaches to the collection and analysis of climate and culture data are presented as well as new thinking about organizational change from an integrated climate and culture paradigm. No other compendium integrates climate and culture thinking like this Handbook does and no other compendium presents both an up-to-date review of the theory and research on the many facets of climate and culture as well as contemporary practice. The Handbook takes a climate and culture vantage point on micro approaches to human issues at work (recruitment and hiring, training and performance management, motivation and fairness) as well as organizational processes (teams, leadership, careers,

communication), and it also explicates the fact that these are lodged within firms that function in larger national and international contexts.

Intercultural Discourse and Communication

The first dedicated volume of its kind, *Visualizing Digital Discourse* brings together sociolinguists and discourse analysts examining the role of visual communication in digital media. The volume showcases work from leading, established and emerging scholars from across Europe, covering a diverse range of digital media platforms such as messaging, video-chat, gaming and wikis; visual modalities such as emojis, video and layout; methodologies like discourse analysis, ethnography and conversation analysis; as well as data from different languages. With an opening chapter by Rodney Jones, the volume is organized into three parts: *Besides Words and Writing*, *The Social Life of Images*, and *Designing Multimodal Texts*. From the perspective of these broad domains, chapters tackle some of the major ideological, interactional and institutional implications of visuality for digital discourse studies. The first part, beginning with a co-authored chapter by Crispin Thurlow, focuses on micro-level visual practices and their macro-level framing – all with particular regard for emojis. The second part, beginning with a chapter from Sirpa Leppänen, examines the ways visual resources are used for managing personal relations, and the wider cultural politics of visual representation in these practices. The third part, beginning with a chapter by Hartmut Stöckl, considers organizational contexts where users deploy visual resources for more transactional, often commercial ends.

The Oxford Handbook of Gender in Organizations

The *International Encyclopedia of Organizational Communication* offers a comprehensive collection of entries contributed by international experts on the origin, evolution, and current state of knowledge of all facets of contemporary organizational communication. Represents the definitive international reference resource on a topic of increasing relevance, in a new series of sub-disciplinary international encyclopedias. Examines organization communication across a range of contexts, including NGOs, global corporations, community cooperatives, profit and non-profit organizations, formal and informal collectives, virtual work, and more. Features topics ranging from leader-follower communication, negotiation and bargaining and organizational culture to the appropriation of communication technologies, emergence of inter-organizational networks, and hidden forms of work and organization. Offers an unprecedented level of authority and diverse perspectives, with contributions from leading international experts in their associated fields. Part of The Wiley Blackwell-ICA International Encyclopedias of Communication series, published in conjunction with the International Communication Association. Online version available at Wiley Online Library. Awarded 2017 Best Edited Book award by the Organizational Communication Division, National Communication Association.

Persuasion in Public Discourse

This major work from renowned scholars in the field, analyzes the role of language

and symbolic media and shows how this enables us to move to new levels of understanding of contemporary organizational issues. An introductory chapter examines the role and growing importance of discourse in the study of organizations. It critically evaluates the contributions of various disciplines and defines organizational discourse as a subject area. The chapters in the first section, Talk and Action, explore the relationship between discourse, action and interaction and their impact on organizational structure and behaviour. Stories and Sensemaking focuses on the analytical potential of the 'story' as a means of illuminating the ways in

Handbook of Business Discourse

The issue of gender in organizations has attracted much attention and debate over a number of years. The focus of examination is inequality of opportunity between the genders and the impact this has on organizations, individual men and women, and society as a whole. It is undoubtedly the case that progress has been made with women participating in organizational life in greater numbers and at more senior levels than has been historically the case, challenging notions that senior and/or influential organizational and political roles remain a masculine domain. The Oxford Handbook of Gender in Organizations is a comprehensive analysis of thinking and research on gender in organizations with original contributions from key international scholars in the field. The Handbook comprises four sections. The first looks at the theoretical roots and potential for theoretical development in respect of the topic of gender in organizations. The second section focuses on leadership and management and the gender issues arising in this field; contributors review the extensive literature and reflect on progress made as well as commenting on hurdles yet to be overcome. The third section considers the gendered nature of careers. Here the focus is on querying traditional approaches to career, surfacing embedded assumptions within traditional approaches, and assessing potential for alternative patterns to evolve, taking into account the nature of women's lives and the changing nature of organizations. In its final section the Handbook examines masculinity in organizations to assess the diversity of masculinities evident within organizations and the challenges posed to those outside the norm. In bringing together a broad range of research and thinking on gender in organizations across a number of disciplines, sub-disciplines, and conceptual perspectives, the Handbook provides a comprehensive view of both contemporary thinking and future research directions.

Organizational Discourse

This book provides a timely and comprehensive snapshot of the current digital communication practices of today's organisations and workplaces, covering a wide spectrum of communication technologies, such as email, instant messaging, message boards, Twitter, corporate blogs, consumer reviews and mobile communication technologies.

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