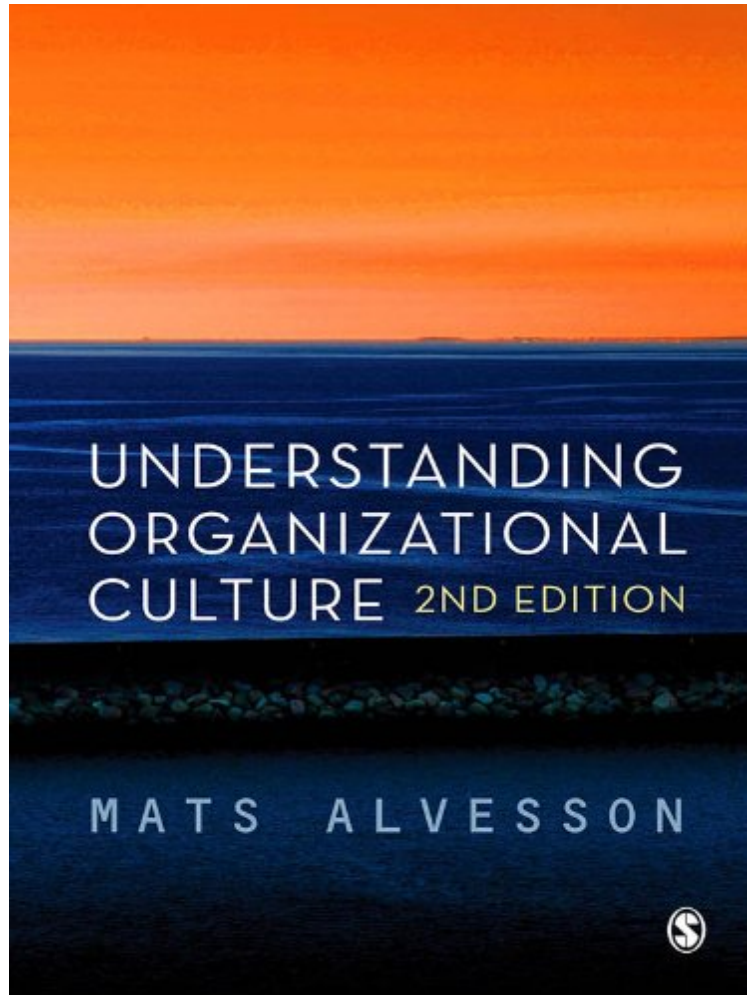


Understanding Organizational Culture

Mats Alvesson

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Unlike prescriptive books about organizations, *Understanding Organizational Culture* challenges and provokes the reader to think critically. It provides an insight into organizational culture, aided by numerous empirical illustrations from ethnographic studies that develop and illustrate how cultural thinking can be used in managerial and non-managerial organizational theory and practice. Mats Alvesson answers questions of definition, explores alternative perspectives and expands on substantive issues, before discussing key issues of research and developing his framework. Further more, the advances in the field of organizational culture are synthesized for the reader by drawing upon the range of relevant literature within organization studies.
Understanding Organizational Culture provides great breadth within a textbook approach - covering a wide spectrum of management and organization while at the same time developing a new theoretical approach to organizational culture. The new edition contains improved pedagogy and expanded coverage of topics such as identity and organizational change.
It is essential reading for students taking undergraduate and postgraduate modules in Organizational Behaviour and Organizational Theory on Management and Organization Studies programmes, including MBA.

'Organizational culture remains absolutely central to any understanding of how organizations actually work. With his usual engaging and inimitable style, Mats Alvesson takes the reader on a riveting journey through the diverse ways in which culture itself can be understood and how these powerfully inform organizational life' - Blake E. Ashforth W.P. Carey School of Business, Arizona State University
'*Understanding Organizational Culture* manages to communicate complex for those who are less familiar with the concepts discussed, as well as providing a depth and critique of interest to those already familiar with the topics. It is critical without being patronising, dismissive, or jargonistic, and acknowledges the challenges of practice' - Claire Valentin The University of Edinburgh, UK
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- Claire Valentin The University of Edinburgh, UK
About the Author
Mats Alvesson holds a chair in the Business Administration department at Lund University in Sweden and is also part-time professor at University of Queensland Business School. He has done extensive research and published widely in the areas of qualitative and reflexive methodology, critical theory, organizational culture, knowledge work, identity in organizations, gender, organizational change, management consultancy etc. He has published 20 books with leading publishers and hundreds of articles, many of which are widely cited and used on higher levels in university education.