

# Description

## 762 - Working Together: Gender and Organization, Spring 2017

*Welcome to "Working Together: Gender and Organization!"*

*Please note that we are currently in the process of up-dating the information for the Spring 2017 version of the course. There may thus still be some changes to the schedule in order to e.g. accomodate our guest lecturers. More articles to choose from as a basis for the Individual Hand-in and presentation will also be added. The overall structure of the examination is set, but minor changes in the formulation of requirements may occur.*

*best regards,*

*Karin Svedberg Helgesson and Jesper Blomberg*

### Purpose

**The purpose of the course is to improve students' abilities to understand and analyse gender structures, and how issues of gender may be intertwined with everyday practices, rules and routines in the workplace. The course further aims to improve students' knowledge of how problems and dilemmas to do with gender in the workplace are currently being handled in organizations. Finally, an explicit aim of the course is to provide students with examples of models and tools that can be used to build better workplaces where gender is not a problem but an opportunity.**

### ILO:s

After the course, the successful student will

- 1) Know the basics of gender theory and how this relates to theories on diversity, masculinity etc.
- 2) Be familiar with existing ways to handle workplace gender issues
- 3) Be equipped to apply this knowledge as a tool to improve the organization of workplaces

### Content and structure

The course consists of a combination of theoretical fundamentals, especially gender theory and theories on diversity in the organization, and practical applications based on live examples of how to successfully build work organizations. In the theoretical part, students will read a textbook as well as research articles on gender and related issues. In the practical part, emphasis is put on helping students understand the mechanics of gender in the workplace and knowledge of the models and tools that organizations use to build better workplaces.

The course mixes lectures, seminars, and presentations with case- and project work. Lectures are held by the course directors, and by invited practitioners with experience of working with work place improvement relating to issues of gender. Some seminars are focussed on discussions and student presentations of the literature, others are more orientated towards presenting and analysing cases and real life examples. The course ends with a conference day, where students present the results of their projects to invited guests and teachers.

# Literature

Course Book and articles for the "Individual Written Exam" (see Examination)

Alvesson, Mats & Due Billing, Yvonne (2009) *Understanding Gender and Organizations* (Second Edition). London: Sage. ISBN 978-1-84860-016-4 (hardback), ISBN 978-1-84860-017-1 (paperback).

Acker, Joan and Donald R. Van Houten (1974) Differential recruitment and control: The sex structuring of organizations, *Administrative Science Quarterly*. Vol. 9, No. 2, pp. 152–63.

Connell, R. W. (2002) *Gender*, pp. 1-11, Polity Press.

Articles to choose from for the "Individual Hand-in and Seminar presentation" (see Examination for details)

- Some articles may still be added.
- You will be asked to choose four of these to read in depth.

**Acker, Joan (1990) 'Hierarchies, Jobs, and Bodies: A Theory of Gendered Organizations'**, *Gender and Society*. 4, pp. 139–58.

Annisette, Marcia (2003) The colour of accountancy: examining the salience of race in a professionalisation project, *Accounting, Organizations and Society*, Vol. 28, No 7-8, pp. 639-674.

Atewologun, Doyin, Sealy, Ruth and Susan Vinnicombe (2015) Revealing intersectional dynamics **in organizations: Introducing 'intersectional identity work'**. *Gender, Work & Organization*, Vol. 23, No. 3, pp. 223-247.

Blomberg, Jesper (2009) Gendering Finance: Masculinities and hierarchies at the Stockholm Stock Exchange. *Organization*. Vol. 16, No. 2, pp. 203-225.

Boogaard, Brendy and Conny Roggenbrand (2010) Paradoxes of intersectionality: Theorizing inequality in the Dutch police force through structure and agency. *Organization*, Vol. 17, No. 1, pp. 53-75.

Broadbridge, Adelina & Ruth Simpson (2011) 25 years on: Reflecting on the past and looking to the future in gender and management research. *British Journal of Management*. Vol. 22, pp. 470-483.

Cook, Alison and Christy Glass (2015) The power of one or power in numbers? Analyzing the effect of minority leaders on diversity policy and practice. *Work and Occupations*, Vol. 42, No. 2, pp. 183-215.

Coupland, Christine (2015) Organizing masculine bodies in rugby league football: groomed to fail. *Organization*. Vol. 22. No 6., 793-809.

Courtney, Steven J. (2014) Inadvertently queer school leadership amongst lesbian, gay and bisexual (LGB) school leaders. *Organization*, Vol. 21, No. 3, pp. 383-389.

Creary, Stephanie J., Barker Caza, Brianna and Laura Morgan Roberts (2015) Out of the box? **How managing a subordinate's multiple identities affects the quality of a manager-subordinate relationship**. *Academy of Management Review*. Vol. 40. No 6., pp. 538-562.

Creed, W.E. Douglas, DeJordy, Rich and Jaco Lok (2010) Being the change: resolving institutional contradiction through identity work. *Academy of Management Journal*. Vol 53. No 6., pp. 1336-1364.

De Vries, Jennifer Anne and Marieke van den Brink (2016) Transformative gender interventions. **Linking theory and practice using the “bifocal approach”**. *Equality, Diversity and Inclusion: An International Journal*, Vol. 35, No. 7/8, pp. 420-448.

Ely, Robin and Irene Padavic (2007) A Feminist Analysis of Organizational Research on Sex Differences. *Academy of Management Review*. Vol. 32, No. 4, pp. 1121-1143.

Essers, Caroline & Yvonne Benschop (2007) Enterprising identities: Female entrepreneurs of Moroccan or Turkish origin in the Netherlands. *Organization Studies*. Vol. 28. No 1., 49-69.

Hearn, Jeff and Wendy Hein (2015) Reframing gender and feminist knowledge construction in marketing and consumer research: missing feminisms and the case of men and masculinities. *Journal of Marketing Management*. Vol. 31 Nos 15-16, pp. 1616-1651.

Hekman, David R., Johnson, Stefanie K., Foo, Maw-Der and Wei Yang (2016) Does diversity-valuing behavior result in diminished performance ratings for nonwhite and female leaders? *Academy of Management Journal* doi: 10.5465/amj.2014.0538

Hoogendoorn, Sander, Osterbeek, Hessel and Mirjam van Praag (2013) The impact of gender diversity on the performance of business teams: Evidence from a field experiment. *Management Science*. Vol. 59, No. 7, pp. 1514-1528.

Holvino, Evangelina (2010) Intersections: The simultaneity of race, gender and class in Organization Studies. *Gender, Work & Organization*. Vol. 17. No 3, pp. 248-277.

Hopwood, Anthony (1987) Accounting and gender: An introduction. *Accounting, Organizations and Society*, Vol. 12. No 1., pp. 65-69.

Johansson, Marjana and Martyna ´Sliwa (2014) Gender, foreignness and academia: An intersectional analysis of the experiences of foreign women academics in UK business schools. *Gender, Work & Organization*, Vol. 21, No. 1, pp. 18-36.

Joshi, Aparna, Son, Jooyeon and Hyuntak Roh (2015) When can women close the gap? A meta-analytic test of sex differences in performance and rewards. *Academy of Management Journal*. Vol. 58, No 5., pp. 1516-1545.

Kornberger, Martin, Carter, Chris and Anne Ross-Smith (2010) Changing gender domination in a Big Four accounting firm: Flexibility, performance and client service in practice. *Accounting, Organizations and Society*. Vol. 35, pp. 775-791.

Köllen, Thomas (2016) Lessening the difference is more – the relationship between diversity management and the perceived organizational climate for gay men and lesbians. *The International Journal of Human Resource Management*, pp. 1967-1996.

Liu , Helena, Cutcher, Leanne and David Grant (2015) Doing authenticity: The gendered construction of authentic leadership. *Gender, Work & Organization*. Vol. 22. No. 3, 237- 255.

McDowell, Linda (2001), Men, management and multiple masculinities in organisations. *Geoforum*. Vol. 32. No. 2, pp. 181-198.

Thanem, Torkild and Louise Wallenberg (2016) Just doing gender? Transvestism and the power of underdoing gender in everyday life and work. *Organization*, Vol. 23, No. 2, pp. 250-271

Tienari, Janne, Meriläinen, Susan, Holgersson, Charlotte and Regine Bendl (2013). And then there are none: on the exclusion of women in processes of executive search. *Gender in Management: An International Journal*, Vol.28, No. 1, pp. 43-62.

Wennerås, Christine and Agnes Wold (1997) Nepotism and sexism in peer review. *Nature*, Vol. 387, No. 22, pp. 341-343.

Further Readings (not part of the examination)

This list is not part of the examination in the course. It is meant to be an inspiration for further readings on some course related themes in popular research formats and similar. We aim to add

new texts during the course, if you have any suggestions for further readings, please get in touch with us! One example is:

Babcock, Linda and Sara Laschever (2007) *Women don't ask*. New York: Bantam Books.

# Examination

## Examination

The examination in this course consists of the following parts. Each examination part may cover more than one ILO.

1. Individual Written Exam, 30%
  - o Based on the text book
  - o + the articles by Acker & van Houten (1974), and Connell (2002).
2. Individual Attendance, 5%
  - o Attendance is compulsory.
    - Students may make-up for 1 missed session if contacting a Course Director in advance.
    - Please Note. All students need to attend the conference day on Tuesday, May 23!
3. Individual Hand-in and Seminar Presentation of Selected Literature, 20%
  - o Choice of 4 texts from the literature list (or 3 + 1 choice of your own, cleared with the course directors)
4. Group Examination, 45%
  - o Study of of real life project (40%) in selected organization. Focus on what they are doing, why and how? What can we learn from their success (and mistakes)? Reported as conference presentation (including .ppt).
  - o Group Organizing of Conference Day (5%), Tuesday, May 23. With invited quests: representatives from studied organizations, from SSE, and elsewhere.

## Schedule Swedish Program

Some SP only extra events (marked with \*) have been added in order to make up for the events outside of Swedish Program term time.

Please refer the course web for details on scheduled readings, guests, assignments etc.

<b>Date</b>	<b>Time</b>	<b>Room</b>	<b>Event</b>
<i>April 3</i> <i>Monday</i>	<i>16.30-18.30</i>	<i>Johan</i>	<b><i>Introduction*</i></b>
April 4 Tuesday	08.15-12.00	536	<b>Lecture 1: Alvesson &amp; Due Billing.</b> <b>Guest: Professor Mats Alvesson, Lund University</b>
April 6 Thursday	13.15-17.00	536	<b>Lecture 2: Alvesson &amp; Due Billing</b>
April 11 Tuesday	08.15-10.00 10.15-12.00	550 536	<b>Individual Written Exam</b> <b>Seminar 1., Guest TBA</b>

	13.15-15.00	Johan	<b>Group Project Tutoring 1*</b>
April 12 Wednesday	13.15-17.00	536	<b>Seminar 2., Guest TBA</b>
April 19 Tuesday	23.00		<b>Assignment: Project Checkpoint 1. Preliminary Project Plan (Up-load)</b>
April 20 Thursday	10.15-12.00 13.15-17.00	Johan 536	<b>Group Project Tutoring 2* Seminar 4 : Guest Anna Lindberg, CEO, BDHK</b>
April 25 Tuesday	08.15-10.00 10.15-12.00 Approx. 12.30-18.00	536 536	<b>Project Checkpoint 2 Seminar: Guest Anna Stenberg, Founder, WES Seminar with SSE ExEd Across Generations Program at Kämpasten (return transport will be provided)</b>
April 27 Thursday	13.15-17.00	536	<b>Seminar 6.</b>
April 28 Friday	23.00		<b>Assignment: Individual Literature Hand-in (Up-load)</b>
May 2	13.15-17.00	Johan	<b>Conference Day*</b>

Group	Students	Project
1.	<ul style="list-style-type: none"> <li>• Danielle Blick</li> <li>• Emily He</li> <li>• Katherine Kreidar</li> </ul>	
2.	<ul style="list-style-type: none"> <li>• Hanna Dethlefs</li> <li>• Jessica Jallen</li> <li>• Isaac Mielke</li> </ul>	
3.	<ul style="list-style-type: none"> <li>• Sarah Dupree</li> <li>• Kaitlyn Lapp</li> <li>• Marie Tanioka</li> </ul>	
4.	<ul style="list-style-type: none"> <li>• Charlotte Jones</li> <li>• Bridget Schiff</li> <li>• Lily Weinraub</li> </ul>	

