Description

762 - Working Together: Gender and Organization, Spring 2017

Purpose

The purpose of the course is to improve students' abilities to understand and analyze 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.

Requirements

This course is open to all students who fulfil the standard requirements for 3rd year BSc Electives. It does not require any prior knowledge of the field Gender and Organization. In previous years, beginners in the field as well as more advanced students have taken the course.

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 fundaments, especially gender theory and theories on diversity in organizations, and practical applications based on live examples of how to successfully build work organizations.

In the theoretical part, a textbook and two core articles constitutes the common basis tested in the early February Exam (see Schedule for date and time). In addition, each student reads four articles from the list of readings. The four articles may thus be chosen according to individual interests in particular concepts and issues (e.g. gender, intersectionality, masculinities, LGBTQ ...).

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 ends with a conference day, where students present the results of their course projects to fellow students and invited guests.

The course uses a mix of lectures, seminars, and project work. Lectures and seminars are held by the course director, and by invited practitioners with experience of working with work place improvement relating to course topics. Students are responsible for the organizing of the conference day.

Changes from last year

Please note that the course has been moved to period 3 (it was previously in period 4).

To enable more discussion, the literature presentations are now conducted within two seminar groups (A and B, respectively), and not in a full class setting. Students will be placed in one of the two seminar groups by the Course Director.

To increase the range of options to choose from for the "Individual Presentation and Hand-in", several articles have been added to the list of readings (see "Literature")

Literature

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LITERATURE FOR 2018:

- Please refer to the Literature document under Downloads for access links to the articles!

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.

Additional readings. Choose four (4) of the articles below for your "Individual Hand-in and Seminar presentation" (see Examination).

- Specific instructions for the "Individual Hand-in and Seminar presentation" will be posted under Assignments.

Acker, Joan (1990) 'Hierarchies, Jobs, 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.

Alfrey, Lauren and France Winddance Twine (2017) Gender-fluid geek girls. Negotiating inequality regimes in the tech industry. **Gender & Society**, Vol. 13, No.1, pp. 28-50.

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.

Babcock, Linda, Recalde, Maria P., Vesterlund, Lise and Laurie Weingart (2017) Gender differences in accepting and receiving requests for tasks with low promotability. **American Economic Review**, Vol. 107, No. 3, pp. 714-747.

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.

Castilla, Emilio J. and Stephen Benard (2010) The paradox of meritocracy. **Administrative Science Quarterly**, Vol. 55, No. 4, pp. 543-676.

Connell, Catherine (2010) Doing, undoing, or redoing gender? Learning from the workplace experiences of transpeople. **Gender & Society**, Vol. 24, No. 1, pp. 31-55.

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 los Reyes, Paulina (2000) Diversity at work: Paradoxes, possibilities and problems in the Swedish discourse on diversity. **Economic and Industrial Democracy**, Vol. 21, pp. 253-266.

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 (2017) Does diversity-valuing behavior result in diminished performance ratings for nonwhite and female leaders? **Academy of Management Journal**, Vol. 60, No. 2, 771-797.

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.

Johansson, Janet, Tienari, Janne and Anu Valtonen (2017) The body, identity and gender in managerial athleticism. **Human Relations**, Vol. 70, No.9, pp.1141-1167.

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, Jooeyeon 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.

Kane, Aimée A. and Natalia Levina (2017) 'Am I Still One of Them?': Bicultural immigrant managers navigating social identity threats when spanning global boundaries. **Journal of Management Studies,** Vol. 54, No. 4. Pp. 540-577.

Kark, Ronit and Ronit Waismel-**Manor (2005) Organizational Citizenship Behavior: What's gender** got to do with it? **Organization**, Vol. 12, No. 6., pp. 889-917.

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.

Liu, Helena (2017) Beneath the white gaze: Strategic self-Orientalism among Chinese Australians. **Human Relations**, Vol. 70, No. 7, pp. 781-804.

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

Pande, Amrita (2017) Mobile Masculinities: Migrant Bangladeshi men in South Africa. **Gender & Society**, Vol. 31, No. 3, 383-406.

Pecis, Lara (2016) Doing and undoing gender in innovation: Femininities and masculinities in innovation processes. **Human Relations**, Vol. 69, No. 11, pp. 2117-2140

Piderit, Sandy Kristin and Susan J. Ashford (2003) Breaking silence: Tactical choices women managers make in speaking up about gender-equity issues. **Journal of Management Studies**, Vol. 40, No. 6, pp. 1477-1502.

Ridgeway, Cecilia (2014) Why status matters for inequality. **American Sociological Review**, Vol. 79, No. 1, pp. 1-16.

Rumens, Nick (2016) Sexualities and accounting: A queer theory perspective. **Critical Perspectives on Accounting**, Vol. 35, pp. 111-120.

Shantz, Amanda, Wang, Jing and Amina Malik (2017) Disability status, individual variable pay, and pay satisfaction: Does relational and institutional trust make a difference. **Human Resource Management**, pp. 1-16. DOI:10.1002/hrm.21845.

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

Thompson, Kelly and Joanne Jones (2016) Colonials in camouflage: Metonymy, mimicry and the reproduction of the colonial order in the age of diversity. **Critical Perspectives on Accounting**, Vol. 35, pp. 58-75.

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.

Zanoni, Patrizia (2011) Diversity in the lean automobile factory: Doing class through gender, disability and age. **Organization**, Vol.18, No. 1, pp. 105-127.

Examination

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Examination

The examination in this course consists of the following parts. Each examination part may cover more than one ILO. (For more detailed instructions on hand-ins and assignments during the course, please refer to Assignments.)

1. Individual Attendance
   - Attendance is compulsory.
   - Students may make-up for 1 missed session. Please contact the Course Director in advance!
   - Please note: **All students need to attend the concluding Conference Day!**
2. Individual Written Exam, 30%
   - Based on the text book
   - + the articles by Acker & van Houten (1974), and Connell (2002).
   - Please note: **The Exam takes place in early February (see schedule for date and time)!**
3. Individual Hand-in and Seminar Presentation of Selected Literature, 25%
   - Choice of 4 texts from the literature list
   - Presentation and attendance within one of the seminar groups (A or B) as designated by the Course Director
4. Group Examination, 45%
   - Study 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).
   - Group Organizing of Conference Day (5%), With invited quests: representatives from studied organizations, from SSE, and elsewhere. **See schedule for date and time!**