

Description

762 - Working Together: Gender and Organization, Spring 2019

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.

Requirements

This course is open to all SSE- and exchange students who fulfil the standard requirements for 3rd year BSc Electives. In previous years, the course has had a range of nationalities represented among its participants, adding further depth and context to the topics discussed.

The course does not require any prior knowledge in the field of Gender and Organization. In previous years, beginners in the field as well as more advanced students have contributed to learning and new insights during 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 fundamentals, 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 constitute the common basis for a set of Lectures and the early Exam (on February 5, 2019). In addition, students are to choose four articles from the list of readings according to their own interests in particular concepts and issues (e.g. gender, intersectionality, masculinities, LGBTQ ...). These four articles are then to be analysed in an individual written hand-in, and to be presented in a half-class seminar setting.

In the practical part, students conduct a course project (in groups of 3-4) on how gender and diversity is practiced in real life organizations. Some of these organizations are SSE Partners. Here, a purpose is for students to better understand the mechanics of gender in the workplace, and to acquire knowledge of models and tools that organizations may 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. In 2019, this event takes place on March 8.

Literature

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Please refer to the Literature document under Downloads for access links to the articles. (Please also note that access is conditioned on your being logged in to the databases via the SSE library, and sometimes also on being on site at the SSE.)

Course Book and articles for the "Individual Written Exam"

- Mandatory readings for all students (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 choice of readings

- Choose **four (4)** of the articles listed below for your "Individual Hand-in and Seminar presentation" (see Examination, specific instructions will be posted under Assignments.):

Acker, Joan (1990) **Hierarchies, jobs, bodies: A theory of Gendered Organizations** *Gender and Society*. 4, pp. 139–58.

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.

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 (2016) **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.

Berglund, Karin, Helene Ahl, Katarina Pettersson, and Malin Tillmar (2018) **Women's entrepreneurship, neoliberalism and economic justice in the postfeminist era: A discourse analysis of policy change in Sweden**. *Gender, Work & Organization*, Vol. 25, No. 5, pp. 531-556.

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.

Buchanan, Sean, Trish Ruebottom, and Suhaib Riaz (2018) **Categorizing competence: Consumer debt and the reproduction of gender-based status differences**. *Organization Studies*, Vol. 39, No. 9, pp. 1179-1202.

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

Chang, Edward H., Katherine L. Milkman, Dolly Chugh, and Modupe Akinola (2018) **Diversity thresholds: How Social norms, visibility, and scrutiny relate to group composition**. *Academy of Management Journal*, <https://doi.org/10.5465/amj.2017.0440>

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.

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.

- Dwivedi, Priyanka, Aparna, Joshi and Vilmos F. Misangyi (2018) **Gender-inclusive gatekeeping: How (mostly male) predecessors influence the success of female CEOs.** *Academy of Management Journal*, Vol. 61, No. 2, pp. 379-404.
- 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.
- Gray, Barbara, Tiffany Johnson, Jennifer Kish-Gephart, and Jacqueline Tilton (2018) **Identity work by first- generation college students to counteract class-based microaggressions.** *Organization Studies*, Vol. 39, No. 9, pp. 1227-1250.
- 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, pp. 771-797.
- Hirst, Alison, and Christina Schwabenland (2018) **Doing gender in the 'new office'.** *Gender, Work & Organization*, Vol. 25, No. 2, pp. 159-176
- Holvino, Evangelina (2010) **Intersections: The simultaneity of race, gender and class in Organization Studies.** *Gender, Work & Organization*. Vol. 17. No 3, pp. 248-277.
- 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.
- Jammaers, Eline, Patrizia Zanoni, and Stefan Hardonk (2016) **Constructing positive identities in ableist workplaces: Disabled employees' discursive practices engaging with the discourse of lower productivity.** *Human relations*, Vol. 69, No. 6, pp. 1365-1386.
- 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, 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.
- 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.
- Kanze, Dana, Laura Huang, Mark A. Conley, and E. Tory Higgins (2018) **We ask men to win and women not to lose: Closing the gender gap in startup funding.** *Academy of Management Journal*, Vol. 61, No. 2, 586- 614

- 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.
- McDonald, Michael L., Gareth D. Keeves, and James D. Westphal (2018) **One step forward, one step back: White male top manager organizational identification and helping behavior toward other executives following the appointment of a female or racial minority CEO.** *Academy of Management Journal*, Vol. 61, No. 2, pp. 405-439
- McDowell, Linda (2001) **Men, management and multiple masculinities in organisations.** *Geoforum*. Vol. 32. No. 2, pp. 181-198.
- Opie, Tina, and Laura Morgan Roberts (2017) **Do black lives really matter in the workplace? Restorative justice as a means to reclaim humanity.** *Equality, Diversity and Inclusion: An International Journal*, Vol.36, No. 8, pp. 707-719.
- 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.
- Santacreu-Vasut, Estefania, Oded Shenkar, and Amir Shoham (2014) **Linguistic gender marking and its international business ramifications.** *Journal of International Business Studies*, Vol. 45, No. 9, pp. 1170- 1178.

Seeley, J. Lotus (2018) **'Show us your frilly, pink underbelly': Men administrative assistants doing masculinities and femininity.** *Gender, Work & Organization*, Vol. 25, No. 4, pp. 418-436.

Shantz, Amanda, Wang, Jing and Amina Malik (2018) **Disability status, individual variable pay, and pay satisfaction: Does relational and institutional trust make a difference.** *Human Resource Management*, Vol. 57, No. 1, pp. 365-380.

Sherf, Elad N., Subrahmaniam Tangirala, and Katy Connealy Weber (2017) **It is not my place! Psychological standing and men's voice and participation in gender-parity initiatives.** *Organization Science*, Vol. 28, No. 2, pp. 193-210.

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.

Tilcsik, András (2011) **Pride and prejudice: Employment discrimination against openly gay men in the United States.** *American Journal of Sociology* Vol. 117, No. 2, 586-626.

Vachhani, Sheena J., and Alison Pullen. **Ethics, politics and feminist organizing: Writing feminist infrapolitics and affective solidarity into everyday sexism.** *Human Relations* (2018): 0018726718780988.

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.