

Organizational Myopia

Problems of Rationality and Foresight
in Organizations

MAURIZIO CATINO



Organizational Myopia Problems Of Rationality And Foresight In Organizations

Nils Brunsson



Organizational Myopia Problems Of Rationality And Foresight In Organizations:

Organizational Myopia Maurizio Catino, 2014-05-14 The book examines the mechanisms that generate myopia in organizations and explores how organizations can foresee and contain unexpected events **Scapegoating** Maurizio Catino, 2023-06-15 A large cruise ship sinks after hitting some outcropping rocks near the shore Who is to blame In the face of negative events accidents corporate scandals crises and bankruptcies there are two organizational strategies for managing blame The first is to take full responsibility for the event and to implement adequate corrective measures The second is to create one or more scapegoats by transferring blame to some of the people directly involved in the event In this way the organization can appear blameless and avoid costly remedial interventions Reappraising the Costa Concordia shipwreck and other well known cases Catino analyzes the processes and mechanisms behind creating the organizational scapegoat In doing so Catino highlights the limits of explanations centered on guilt and individual solutions to organizational problems and underlines the need for a different civic epistemology *Preventing Corporate Corruption* Stefano Manacorda, Francesco Centonze, Gabrio Forti, 2014-04-28 This book presents the results of a two year international research project conducted for the United Nations Office on Drugs and Crime UNDOC to investigate and provide solutions for reducing bribery and corruption in corporations and institutions It starts with an empirical case study on the effectiveness of a set of self regulation rules adopted by multinational companies in the energy sector Second it explores the context and factors leading to corruption internationally and the relationships between domestic criminal law and self regulation Third it examines guidelines for the adoption of compliance programs developed by international institutions to serve as models for the future The principle result of the book is a three pronged Anti Bribery Corruption Model so called ABC Model endorsed by the United Nations intended as a corruption prevention tool intended to be adopted by private corporations This work provides a common research based standard for anti bribery compliance programs with international applications This work will be of interest to researchers studying Criminology and Criminal Justice particularly in the areas of organized crime and corruption as well as related areas like Business Ethics and Comparative International Law **Corporate Compliance on a Global Scale** Stefano Manacorda, Francesco Centonze, 2021-11-25 This edited volume presents an innovative and critical analysis of corporate compliance from an interdisciplinary and international perspective It defines the historical framework and the various roles played by corporate compliance in today s context It questions how different cultures affect economic behaviors and under which conditions the individual choices may be directed toward law abiding behavior Examining corporate compliance as a tool of criminal and regulatory policy strategies in different countries and sectors this book also aims to provide a picture of the dimension and scope of the public private partnership focusing on the prevention and detection of corporate crimes It analyzes the effects of corporate compliance on the internal organization in terms of cost benefit assessment as well as the opportunities in technical innovation for detecting and controlling risk *Towards a Diagnosis of*

Our Times Nikolai Genov, 2025-09-30 This monograph offers a critical diagnosis of the current epoch marked by globalization de globalization and re globalization Arguing that the concept of society gives way to that of globalization as an explanatory core the author shows how constructivist ideas open the way to four new conceptualizations of global trends upgrading the rationality of organizations individualization spread of instrumental activism and homogenization of culture RISC Each trend is presented by two explanatory models The trend of upgrading rationality of organizations is exemplified by analyses of the volatile rationality of industrial organizations and the tensions of regional integration Individualization is dealt with by comparing the development and impact of leaders in Asia and the individualization in the present day war Commercialization together with consumerism is analyzed as a component of the global trend of instrumental activism The homogenization of culture is dealt with through discussions on the dynamic relations of values and norms and the controversial development of social science knowledge The creative approach to global processes is finalized in a discussion on tensions and conflicts in each trend and in their interplay As such it develops a new analytical framework while identifying action fields and activities which reproduce stability and change in contemporary global society The intellectually refreshing critical and constructive ideas of this volume will attract researchers lecturers and upper level students with interests in sociological theory

globalization the sociology of culture and the challenges facing contemporary civilization more broadly Downwind of the Atomic State James C. Rice, 2023-03-07 This book employs archival research and theoretical insights on the organizational production of risk to examine the hazards of atmospheric atomic testing at the Nevada Test Site and radioactive fallout and the effects on the communities lying downwind **The profession of air traffic controller operating safely and efficiently in a context of high reliability** Anacna, 2018-03-16

The aim of the research was to analyse the practical and daily dimension of the work of the air traffic control officer ATCO The ATCO is an operator able to handle unexpected situations within a complex operating technological and regulatory system while maintaining a high level of reliability and safety In particular the work of the ATCO is characterized by two crucial elements 1 the accurate management of time variables air traffic management requires the air traffic controller to take decisions and act in extremely restricted fractions of time and 2 continuous coordination with various items of technology and with other workers pilots other ATCOs and other types of personnel employed at airports This means that it is an activity that at the same time presupposes both individual skills and capabilities and also collective capabilities aimed at building a common space of mutual understanding and agreement with regard to the interpretive schemes to be utilised in order to deal with the multiple scenarios that can arise in the field of air traffic management The aims of the research were descriptive analytical in nature Describe the characteristics of the ATCO profession highlighting the aspects of reliability safety and management of unexpected events Describe and analyse the cognitive and organizational complexity of the ATCO s work The research also involved goals of a practical improvement kind encouraging greater awareness in terms of the operators with reference to the management of unexpected

events to the cognitive and organizational complexity of air traffic control activity to the operational specificities associated with maintaining and increasing effectiveness efficiency reliability and safety in the management of air traffic The identification of improvement criteria for the initial selection and training both at the start and then ongoing of staff dedicated to air traffic control The complexity of the work of ATCOs in areas different from those of an academic professional kind in order to promote an informed exchange of expertise outside the world of the operators in the sector The research was promoted by four bodies the Societ Nazionale Assistenza al Volo ENAV S p a the Associazione Nazionale Assistenti e Controllori Navigazione Aerea ANACNA the Confederazione Italiana Sindacati dei Lavoratori FIT CISL and the Unione Italiana Controllo e Assistenza al Volo UNICA The research was carried out by a team from the Dipartimento di Sociologia e Ricerca Sociale dell Universit of Milano Bicocca composed of Maurizio Catino director of the research project Alessia Bianco Dolino Diego Coletto and Chiara Locatelli The work presents some extremely innovative features in the field of studies available today regarding the profession of air traffic controller and constitutes the first research experience in this sector at an Italian level as well as being one of first at an international level In particular these distinctive features involve on the one hand the research methodology used and on the other hand the theoretical frame of reference chosen for the analysis As far as research methodology is concerned the techniques of organizational ethnography have been employed This involved a long period of observation in the field of work itself 448 hours of observation over the course of a year making it possible to directly observe the work practices adopted by front line operators the main characteristics of the work and the specific operational needs of the profession Specifically observations were carried out in four operating locations the Area Control Centres ACCs in Rome and Milan and the Control Towers TWRs at Malpensa and Fiumicino airports *Kobe University Law Review* ,2004 *Paper* ,2000

The Irrational Organization Nils Brunsson,1985 The book deals with the ways in which organizations can achieve co ordinated action when it is most difficult to do so that is when it is a question of major changes in relation to the kind of action the organization is used to

Reason's Neglect Barbara Townley,2008-07-24 Reason s Neglect does three things First it argues that rationality is a leitmotif of organization studies one that has often been neglected Second it deploys Foucault s work to uncover neglected approaches to understanding rationality In doing this it allows for a revised exploration of key subjects in organization studies bureaucracy technology culture practice etc and organization theory itself Finally the book presents an example of new rational management techniques being introduced in an organization and by allowing individuals to speak for themselves examines how they respond to these innovations and how they make sense of them

BOOK JACKET

Beyond Rationality in Organization and Management Robert McMurray,Alison Pullen,2019-05-29 Spanning the 20th and 21st centuries the writers considered in this first book of the Routledge Focus on Women Writers in Organization Studies series make an important contribution to how we think about rationality in managing leading and working It provides a space in which to think differently about rationality challenging

dominant masculine logics while positioning relations between people centre stage A critical and intellectually provocative text the book provides a nuanced and practical account of rationality in organizational contexts making it clear that women have and continue to write groundbreaking work on the subject women like Lillian Moller Gilbreth who was at the forefront of developments in scientific management and Frances Perkins who was the first female US cabinet secretary Both are important not only for what they achieved but also as illustrations of the ways in which women have been written out of the accounts of managing and management thought This matters not only because credit is denied to those who deserve it but also because it impoverishes our understanding of complex organisational phenomenon Where so much extant writing on managing and organizing is preoccupied with abstract notions of structure strategy metaphor and machines the writers considered here explain why effective working and managing is primarily about seeing and working with people Writers such as Arlie Hochschild Mary Parker Follett and Heather H pfl remind us that rationality cannot be decoupled from emotion or where a system is to be rationalised then it should start with and enhance the lives of people be designed with people at the centre In this sense the book is not arguing for a wholesale rejection of rationality Rather authors call on readers to move beyond a preoccupation with rationality for its own sake seeing it instead as a useful and highly contestable aspect of organizational life Each woman writer is introduced and analysed by an expert in their field Further reading and accessible resources are also identified for those interested in knowing more This book will be relevant to students researchers and practitioners with an interest in business and management organizational studies critical management studies gender studies and sociology Like all the books in this series it will also be of interest to anyone who wants to see think and act differently

Rational Choice Theory and Organizational Theory Mary Zey,1998 This book addresses a question central to organizational analysis Given the well established differences between rational choice and organizational theories what are the limits of fruitful dialogue and collaboration between the two fields Rational Choice Theory and Organizational Theory is written in response to the neoclassical economic rational choice theories and organizational economic theories which have emerged in the past decade Rational choice theory exemplifies a highly abstract deductive approach characterized by the development of models based on deliberately rigidly simplified assumptions In contrast Mary Zey argues that the empirical validity of the structure of organizations

Mechanisms of Hope Nils Brunsson,2006 [The Irrational Organization](#) Nils Brunsson,1985 **The Oxford Handbook of Organizational Paradox** Wendy K. Smith,Marianne W. Lewis,Paula Jarzabkowski,Ann Langley,2017-09-07 The notion of paradox dates back to ancient philosophy yet only recently have scholars started to explore this idea in organizational phenomena Two decades ago a handful of provocative theorists urged researchers to take seriously the study of paradox and thereby deepen our understanding of plurality tensions and contradictions in organizational life Studies of organizational paradox have grown exponentially over the past two decades canvassing varied phenomena methods and levels of analysis These studies have explored such tensions as today and

tomorrow global integration and local distinctions collaboration and competition self and others mission and markets Yet even with both the depth and breadth of interest in organizational paradoxes key issues around definitions and application remain This Handbook seeks to aid engage and fuel the expanding interest in organizational paradox Contributions to this volume depict how paradox studies inform and are informed by other theoretical perspectives while creating a resource that enables scholars to learn about and apply this lens across varied organizational phenomena The increasing complexity volatility and ambiguity in our world continually surfaces paradoxical dynamics Thus this Handbook offers insights to scholars across organizational theory

The Pursuit of Organizational Intelligence James G. March, 1999-01-26 The Pursuit of Organizational Intelligence brings together the writing of one of the best known academics in the field of decision making and organizational theory

Interdisciplinary Dialogues on Organizational Paradox Rebecca Bednarek, Miguel Pina e Cunha, Jonathan Schad, Wendy K. Smith, 2021-07-08 Interdisciplinary Dialogues on Organizational Paradox is an innovative two part volume that enriches our understanding about paradox both deepening the theory and offering greater insight to address grand challenges we face in the world today Part A Learning from Belief and Science explores the realms of beliefs and physicality

Futures Thinking and Organizational Policy Deborah A. Schreiber, Zane L. Berge, 2019-01-14 This book proposes that organizational policies are what ensure the institutionalization and sustainability of futures thinking in organizations It presents several case studies from corporations and other institutions that describe effective use of foresight methods and internal policies to respond to rapid change The case studies address changing trends in technology globalization and or workforce diversity and the impact on the economic and political well being of the organization The editors also develop an organizational capability maturity model for futures thinking as well as providing questions for discussion that promote critical review of each case chapter This book will inform scholars and organizational leaders how best to utilize foresight methodologies and organizational policies to sustain successful management strategies within futures thinking organizations Chapter 9 is available open access under a Creative Commons Attribution 4.0 International License via link [springer.com](https://www.springer.com)

The organization of hypocrisy : talk, decisions and actions in organizations Nils Brunsson, 2011 Hypocrisy the practice of incorporating different organizational structures processes and ideologies for internal and external use is an important feature of viable organizations in modern societies It is an effective way of achieving organizational legitimacy in a world where organizations are exposed to an increasing number of inconsistent and conflicting norms and demands This book suggests that legitimacy is secured by conflict rather than by unity and by dealing with problems rather than by providing solutions

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