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978-0-521-51855-0 - Institutional Work: Actors and Agency in Institutional Studies of Organizations

Edited by Thomas B. Lawrence, Roy Suddaby and Bernard Leca

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## *Institutional Work*

The “institutional” approach to organizational research has shown how enduring features of social life – such as marriage and bureaucracy – act as mechanisms of social control. Such approaches have traditionally focused attention on the relationships between organizations and the fields in which they operate, providing strong accounts of the processes through which institutions govern action. In contrast, the study of institutional work reorients these traditional concerns, shifting the focus to understanding how action affects institutions. This book sets a new research agenda for institutional studies of organization by analyzing the ways in which individuals, groups, and organizations work to create, maintain, and disrupt the institutions that structure their lives. Through a series of essays and case studies, it explores the conceptual core of institutional work, identifies institutional work strategies, provides exemplars for future empirical research, and embeds the concept within broader sociological debates and ideas.

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CAMBRIDGE UNIVERSITY PRESS

Cambridge, New York, Melbourne, Madrid, Cape Town, Singapore,  
São Paulo, Delhi, Dubai, Tokyo, Mexico City

Cambridge University Press

The Edinburgh Building, Cambridge CB2 8RU, UK

Published in the United States of America by Cambridge University Press, New York

[www.cambridge.org](http://www.cambridge.org)

Information on this title: [www.cambridge.org/9780521518550](http://www.cambridge.org/9780521518550)

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First published 2009

*A catalogue record for this publication is available from the British Library*

*Library of Congress Cataloguing in Publication Data*

Institutional work : actors and agency in institutional studies of organization / edited by Thomas B. Lawrence, Roy Suddaby, Bernard Leca.

p. cm.

ISBN 978-0-521-51855-0

I. Social institutions. 2. Organizational sociology. I. Lawrence, Thomas B., 1964- II. Suddaby, Roy. III. Leca, Bernard. IV. Title.

HM826.I556 2009

306.01-dc22

2009019280

ISBN 978-0-521-51855-0 Hardback

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