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Institutional Work: Actors and Agency in Institutional ...

Institutional work can be understood as the actions through which actors attempt to create, maintain, or disrupt institutional structures (Lawrence and Suddaby, 2006; Lawrence et al., 2009).

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Institutional Work edited by Thomas B. Lawrence

They proposed that actors' need to be regarded as legitimate in their institutional environment determined their behavior. This work implicitly assumed that individuals and organizations tend to comply, at least in appearance, with institutional pressures. In fact, actors were often implicitly assumed to have a limited degree of agency.

Institutional work and the paradox of embedded agency ...

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Lounsbury and Crumley (2007) and Wijen and Ansari (2007) seek to alleviate some of the implications of actor-centric notions of agency and restore some of the promise of institutional theory's original ideas concerning the level of analysis and role of individual actors in collective processes. They attest (by what they critique and assume) to a recurrent problem whereby agency is attributed to both individual and collective actors without explicating the social mechanisms inherent in ...

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In later work, Lawrence et al. (2011, pp. 52–53) specified the interest of institutional work in “the myriad, day-to-day equivocal instances of agency that, although aimed at affecting the institutional order, represent a complex mélange of forms of agency—successful and not, simultaneously radical and conservative, strategic and emotional, full of compromises, and rife with unintended ...

Institutional work - Wikipedia

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Institutional Work: Actors and Agency in Institutional Studies of Organizations Thomas B. Lawrence , Roy Suddaby , Bernard Leca 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.

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In this paper, we discuss an alternative focus for institutional studies of organization - the study of institutional work. Research on institutional work examines the practices of individual and collective actors aimed at creating, maintaining, and disrupting institutions.

Institutional Work: Refocusing Institutional Studies of ...

The concept of institutional work highlights the intentional actions taken in relation to institutions, some highly visible and dramatic, as often illustrated in research on institutional entrepreneurship, but much of it nearly invisible and often mundane, as in the day-to-day adjustments, adaptations, and compromises of actors attempting to maintain institutional arrangements.

Introduction: theorizing and studying institutional work ...

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Another perspective, which emerged from the symbolic interactionist view of action, conceptualises institutional work as a collaborative or even collective form of agency (Raelin, 2016) achieved through the provision of identities and cultural frames laden with values that enchant and captivate actors and induce them to subscribe to the proposed institutional order (Fligstein, 2001; Smets & Jarzabkowski, 2013; Smets, Morris, & Greenwood, 2012; Suddaby, Ganzin, & Minkus, 2017).

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This article contributes to the understanding of actors and agency in the theorization of institutional work. We analyse institutional work as a specific kind of social action that involves exercis...