

BIBLIO TECAS FDC

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Para ser relevante.

Levantamento Bibliográfico

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ASSUNTO

Teoria das organizações sob a metáfora das prisões psíquicas e outros temas relacionados ao capítulo 7 do livro “Imagens da organização”.

SOLICITANTE
Confidencial

PERÍODO DE COBERTURA
Janeiro de 2015 até o
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LÍNGUA
Português e Inglês

PRAZO DE ENTREGA
30/10/20

▪ FORAM ENCONTRADAS 13 FONTES

ARTIGOS

1. BAUM, Joel A. C.; HAVEMAN, Heather A. The future of organizational theory. **Academy of Management Review**, Briarcliff Manor, v. 45, n. 2, p. 268-272, Apr. 2020.

*Resumo: The editors of the journal discuss changes in the concept of **organizational theory** and what the future may hold for **organizational theory**. It examines digital technology and the increasing significance of artificial intelligence (AI) and machine learning (ML), and the impact of globalization upon business enterprises, particularly with regard to global supply chains.*

2. VOGT, Mara; LOPES DE SOUZA, Julio Cesar; CARLOS KLANN, Roberto. Uma análise crítico-reflexiva das incertezas ambientais sob a lente das teorias organizacionais. **Revista de Administração da UNIMEP**, São Paulo, v. 17, n. 3, p. 24–46, 2019.

Resumo: Por meio de um ensaio teórico, buscou-se identificar a contribuição das Teorias Organizacionais para a compreensão das incertezas ambientais. Com o intuito de compartilhar lentes teóricas para justapor visões, bem como propiciar o estudo das relações e interações com as incertezas, a análise crítico-reflexiva avalia o potencial contributivo das Teorias Organizacionais apresentadas nesta pesquisa, facilitando a compreensão dos gestores frente às incertezas ambientais da organização com o intuito de melhorar a tomada de decisões. No tocante às teorias abordadas: Teoria dos Custos de Transação, Teoria da Visão Baseada em Recursos, Teoria da Dependência de Recursos e Teoria da Contingência, destaca-se que estas foram as mais recorrentes nos estudos mais relevantes sobre a temática das incertezas ambientais. Diante do exposto e a partir da análise dos estudos que evidenciam as incertezas ambientais, bem como, as teorias analisadas, percebe-se que as teorias são construídas aos poucos e evoluem ao longo dos anos e entende-se que essas teorias apresentam importantes discussões frente às incertezas ambientais, contudo, ainda podem ser aprofundadas. Além disso, entende-se que as Teorias Organizacionais analisadas contribuem para o entendimento das incertezas ambientais inerentes às empresas e auxiliam na explicação do adequado uso das informações para a redução das incertezas, possibilitando tomadas de decisões mais eficazes. Notou-se ainda que a maioria dos pesquisadores utiliza a Teoria da Contingência para dar embasamento teórico para auxiliar na explicação e entendimento da temática analisada, o que pode ser explicado devido a combinação de fatores contingenciais, considerando desde o próprio ambiente, tecnologia, estratégia, estrutura, porte, entre outros. É sempre oportuno fazer um levantamento minucioso das teorias mais recorrentes ao se estudar determinada temática, para que se consiga realmente utilizá-la como embasamento e, assim,



contribuir com a construção do conhecimento científico, independente da área e temática estudada. Entende-se que conhecer mais de uma teoria que está sendo utilizada para determinada temática é imprescindível, uma vez que pode-se escolher a mais adequada para cada caso específico. Conclui-se, assim, que as diferentes teorias utilizadas para analisar o contexto organizacional, seja as utilizadas neste estudo, assim como, outras teorias, todas auxiliam de alguma forma na tomada de decisões dos gestores e trazem diversos benefícios diretos e indiretos às organizações. A partir das teorias é possível verificar a influência dos fatores externos no comportamento dos gestores e nos resultados das empresas. Contudo, diversos são os estudos que apenas citam as teorias, sem a devida relação e análise com a temática, sendo importante que essa questão seja avaliada nos próximos estudos.

3. ÖRTENBLAD, A.; PUTNAM, L. L.; TREHAN, K. Beyond Morgan's eight metaphors: adding to and developing organization theory. **Human Relations**, Thousand Oaks, v. 69, n. 4, p. 875–889, Apr. 2016.

*Resumo: This introduction examines the contributions of articles in this special issue to **organization theory**, especially efforts to rethink or add to **Morgan's metaphors** and to generate new organizational images. In general, the articles in this issue offer new **metaphors** and sub-**metaphors** and enrich specifications for two of **Morgan's** images. Moreover, they address ways of rethinking **Morgan's** images through **developing meta-metaphors** and comparing his images with other sets of **metaphors**. In addition, the contributors to this special issue rely on a number of ways to generate new **metaphors**, namely through evaluation and critique, empirical and experiential observations, fantasy, and conceptual development. This introduction concludes with an appeal for scholars to increase their knowledge of **Morgan's metaphors**, especially what they are and what they entail.*

4. PIETRZAK, Michal. Balanced Scorecard and Morgan's organizational metaphors. **Prace Naukowe Uniwersytetu Ekonomicznego we Wrocławiu**, n. 474, p. 106-116, 2016.

Resumo: The aim of the paper is to discuss the concept of the Balanced Scorecard based on some of Morgan's metaphors. Very popular metaphor that underlines the mainstream way of thinking about organization is the machine metaphor. However, for contemporary organizations facing turbulent environments, such one-sided insight will be insufficient. The BSC offers managers much more complex and comprehensive insight in organizations and reinforce alternative to the mechanistic view images of organizations, namely: organization as organism, organization as information processor and organizations as culture.



5. MANNING, Paul. The social capital concept in management and organizational literature: a synthesis and critical discussion of contemporary applications and research directions. **International Journal of Organizational Analysis**, v. 25, n. 5, p. 875-893, 2017.

Resumo: Purpose: Social capital (SC) is a contemporary management and organizational concept that has yet to reach definitional agreement. In response, and to fully grasp the meaning of SC in its management and organizational context, this paper aims to review its intellectual antecedents and then synthesize the causal factors for the concept's recent prominence. The paper will further explicate the meaning of the concept by proposing two categories of benefits for classifying the economic returns of SC. First in terms of "bonding capital's" role in facilitating knowledge management and, second, in terms of "bridging capital's" role in facilitating reputation management. Design/methodology/approach: A narrative literature review of the SC concept in the management and organizational context. Findings: SC is a conservative concept that is largely uncritical of contemporary management and organizational theory, other than in the sense of trying to render it more rational and efficient. Thus, the SC discourse, does not, "[...] question the economic theory that dominates the World Bank or, indeed, much contemporary economics" (Bebbington et al., 2004, 36). Furthermore, SC is a "wonderfully elastic term" (Lappe and Du Bois, 1997, p. 119), which falls within the parameters of Burkean conservatism, with a stress on allegiance to the status quo and social harmony. SC as it is relevant for management, and organisational analysis is therefore supportive of the socio-economic status-quo and belongs to the "sociology of regulation", concerned with emphasizing unity and cohesiveness (Burrell and Morgan, 1979, pp. 10-20). Research limitations/implications: A number of recommendations for further SC research, within the management and organizational context are recommended. Originality/value: This paper presents a comprehensive review of the meaning and application of SC in the context of management and organizational analysis

6. PELTONEN, Tuomo. Transcendence, consciousness and order: towards a philosophical spirituality of organization in the footsteps of Plato and Eric Voegelin. **Philosophy of Management**, v. 18, p. 231-247, 2019.

Resumo: There is an evident lack of rigorous frameworks for making sense of the role and status of spirituality and religion in organizations and organizing, in particular from the perspective of spiritual philosophies of the social. This paper suggests that the philosophy of Plato and his modern follower, political theorist Eric Voegelin could offer a viable perspective for understanding organizational spirituality in its metaphysical, political and ethical contexts. Essential for such a philosophical reflection is the postulation of the transcendental realm as the ultimate reality that provides the fullest templates for order, knowledge and ethicality. It is argued, in the footsteps of Voegelin, that modern organizations and modern organization theory should seek to re-awaken the lost



experiences of the divine Beyond by re-animating religious symbols and myths of transcendence as devices for a spiritually opened consciousness.

7. PETERSON, Valerie V. Plato's allegory of the cave: literacy and "the good". **Review of Communication**, v. 17, n. 4, p. 273-287, 2017.

Resumo: This essay argues that "the good" is a forgotten central aspect of Plato's Allegory of the Cave, and that this forgetfulness about the good is partly the result of literacy and literate-mindedness. Eric A. Havelock's work on literacy in the ancient world informs a media ecological and rhetorical approach to the allegory, "the forms," and related writings in both The Republic and secondary literature. Analysis shows how many literate-minded readers have taken Plato's allegory out of its textual and media ecological context, and underestimated the significance of "the good" as a form and ethical idea

8. STUKE, Kurt. Vision, big data, and the allegory of the cave. **Open Journal of Business and Management**, v. 3, n. 4, 2015.

Resumo: The importance of vision in guiding a leader and an organization is paramount. Given the importance of vision, leaders will often seek assistance from tools in order to amplify their vision. Big data is one of the primary tools commonly sought. In this brief article, the advantages and disadvantages of relying on big data are explored. Plato's allegory of the cave is used to advance the position that a proper vision ought to dwell in experience first and only secondarily resort to abstraction.

9. CALABRASE, Claudio C. Plato and the cave allegory an interpretation beginning with verbs of knowledge. **Scholar**, v. 14, n. 2, p. 431-447, 2020.

Resumo: In this paper we study the organization of the allegory of the cavern through the investigation of knowledge verbs. First, we briefly follow the interpretations of the allegory of the cave that we consider most significant and our perspective: all are valid provided that each does not deny the others. At our core we analyze the verbs of knowledge: how they relate to each other and what structure of knowledge they establish. In the conclusion, we affirm that the verbs do not present a vision of being as "what is", but as "what is being"; this means, with respect to the allegory, that the relation between being and intelligibility means a pathway of mutual equalization, which the prisoner of the cave goes through; nevertheless, the attempt to reach a comprehensive intelligence of the being requires one more step: to integrate the phenomena to the comprehension of the real thing.



10. LOUIS, Karen Seashore. Organizational theory: around the block again? moving forward? or both? **Journal of Organizational Theory in Education**, Stanford, v. 1, n. 1, p. 9-17, 2015.

Resumo: Tracing organizational theory (OT) early framings (Perrow, 1970) to more recent applications in schools, this essay suggests organizational change may be a productive central focus for future OT thinking. Positing that organizations exist so that mutually agreed upon outcomes may be generated; it is argued that discovering how learning occurs within school organizations has the potential to increase understanding concerning the outcomes of work in school organizations. The work concludes with a call for the field to move beyond the development of a theory of school organization to a focus on theorizing around the core issues that school leaders face in order to provide direction toward achieving valued outcomes.

11. CARLSEN, Arne. On the tacit side of organizational identity: narrative unconscious and figured practice. **Culture and Organization**, v. 22, n. 2, p. 107, 135, 2016.

Resumo: It is a paradox of research on organizational identity formation that it cannot take place without reliance upon the expressive acts people use, yet the experience of identity cannot be reduced to such expressions. People are more than they can tell. Drawing from a study of a communication agency and building on notions of self in pragmatism, anthropology, and narrative philosophy, I identify two chief dimensions of tacit organizational identity: (1) the narrative unconscious in the stories that people live by and (2) the related figuring of formative organizational practice, in particular regarding choice of and framing of projects. In the case of organization, an episode revolving around the presentation of the 'New Bohemian Laws' provides a window to explore both these dimensions. Implications include a refined methodological approach to identity research. It involves acknowledging 'feelings of identity', attending to poetics, tuning-in to refrains and styles, and pursuing a relational subjectivity.

12. SILVA, Maria Claudete; LESSA, Laura, Silva Campos. Aprisionamento psíquico nas organizações: do mito à realidade. **LexCult**, Rio de Janeiro, v. 1. n. 1, p. 72-92, set./dez. 2017.

Resumo: Esse artigo busca explicitar um modelo de defesa que trabalhadores utilizam para permanecerem por muitos anos em uma organização partindo da categoria do mito Golem Laborio, proposto por Thiry-Cherques (2004). Esse modelo representa uma forma de adesão total dos trabalhadores ao sistema, onde vida e sistema se confundem. Buscou-se uma abordagem qualitativa, a partir de estudo de casos múltiplos com oito profissionais em cargo de gestão que trabalham no contexto pesquisado há mais de 15 anos. Os dados foram coletados com entrevistas semiestruturadas, técnicas projetivas e observação direta, o que tornou possível a identificação e classificação dos casos estudados de acordo com o modelo proposto. Os resultados evidenciaram



que o trabalho tem uma importância vital na vida das pessoas, que elas não são livres e ficam aprisionadas psiquicamente dentro das próprias armadilhas que criam para se manterem nas suas atividades laborais, pois ficar sem emprego é perder o sentido da vida. Como forma de garantir a subsistência material e sobreviver às pressões impostas no dia a dia, as pessoas acabam desenvolvendo, de forma inconsciente, modelos de defesa.

13. KOÇOĞLU, İpek; AKGÜN, Ali Ekber; KESKİNB, Halit. The collective unconscious at the organizational level: the manifestation of organizational symbols. **Procedia: Social and Behavioral Sciences**, v. 254, p. 296-303, Nov. 2016.

Resumo: In this research we articulate the concept of collective unconscious at the organizational level and propose a framework based on the organizational symbolism literature regarding the sources and manifestations of the collective unconscious construct. We first present the collective unconscious from the lens of analytical psychology and suggest a theoretical link with organization science in order to develop an understanding regarding “what does collective unconscious indicate” at the organizational context. Then we draw on the organizational symbols literature to explore the sources and manifestations of collective unconscious in the organization. Particularly this research generates an integrative framework between organization science and analytical psychology. It suggests that stories told regarding the processes and relationships of the organization, the metaphors generated to develop and enhance meaning and common language serving to communicate meaning throughout the organizations are the sources where collective unconscious is preserved and manifested through the usage of these symbols. This research is important for theory and practice in two aspect. First this research provides a basis to explain organizational phenomena which cannot be explained through the conventional positivist/functionalist school of thought. Second it encourages organizational scholars to not only focus on the visible but also invisible, hidden aspects of organizational life such as the unconsciousness at the organizational level which is critical in determining the behavior of organizations.

