

CHAPTER

7

Discourse in Organizations and Workplaces

Britt-Louise Gunnarsson

This chapter focuses on discourse in organizations and workplaces and will discuss a number of studies which explore the complexity and diversity of communication in modern working life. With a theoretical orientation towards sociology, organization/network theory and social constructivism, researchers have sketched the macro-frames which influence discourse at various levels within organizations. Studies of the correspondence between organizational structure and discourse will be used as a background for presentations of analyses which try to grasp and understand communication in the modern organization from different viewpoints and with a focus on different problem areas. The theoretical and methodological perspectives of these analyses include textlinguistics, ethnography, critical discourse analysis, interactional sociolinguistics and conversation analysis.

A relevant question for our understanding of modern working life is related to the effects of technological advance and globalization. The conditions for professional discourse have been influenced by a series of changes taking place in recent decades. Technological advances have facilitated a globalization of working life, while lifelong learning, flexibility, mobility and diversity have come to be key values in the global economy. In organizations throughout the world, we find a widespread use of technology and increased reliance on the internet for internal and external communication. Another striking feature, made possible of course by the technological advances, is the globalization of the business world and the job market. Throughout the world, we find transnational companies which use English as their corporate language and employ multilingual people who can move between jobs, between branches and between countries. The workforce mobility and workplace diversity which characterize a globalized economy also raise issues of multilingualism and multiculturalism to the surface, both in relation to the organization as a whole and to workplace practices. For employees this new situation has come to entail different and higher demands for literacy and communicative skills.

The purpose of this chapter is to deepen our understanding of the discourse-related problems facing managers and employees in the globalized economy. In the various sections of the chapter I discuss these problems from different viewpoints. First, I explore the correspondence between organizational structure and discourse at a more general level, where I use examples from analysis of small

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Contemporary Applied Linguistics Volume 2 Li Wei, Vivian Cook, 2009-06-23 Written by internationally renowned academics this volume provides a snapshot of the field of applied linguistics and illustrates how linguistics is informing and engaging with neighbouring disciplines Chapters in this second volume present an overview of new and interdisciplinary applications of linguistics to such diverse fields as economics law religion tourism media studies and health care Both volumes represent the best of current practice in applied linguistics and will be invaluable to students and researchers looking for an overview of the field

Ethics Theory and Business Practice Mick Fryer, 2014-10-27 In his ground breaking new textbook Mick Fryer offers students of Business Ethics clear explanations of a range of theoretical perspectives along with examples of how these perspectives might be used to illuminate the ethical challenges presented by business practice The book includes Realistic scenarios which gently introduce a theory and demonstrate how it can be applied to a real life ethical dilemma that everyone can relate to such as borrowing money from a friend Real organisational case studies in each chapter which illustrate how each theory can be applied to real business situations Cases include Nike Coca Cola BMW Shell Starbucks and GSK Pause for Reflection boxes and Discussion Questions which encourage you to challenge the established notions of right and wrong and empower you to develop your own moral code Video Activities in each chapter with accompanying QR codes which link to documentaries films debates and news items to get you thinking about real life ethical dilemmas Visit the book's companion website for self test questions additional web links and more at study.sagepub.com/fryer

Destructive Behaviors and Organizational Research Riann Singh, Shalini Ramdeo, 2025-04-22 Destructive organizational behaviors including destructive leadership abusive supervision workplace bullying sexual harassment in the workplace workplace deviance workplace incivility workplace ostracism social loafing and workplace discrimination and injustice are explored in this book These destructive organizational behaviors and negative perspectives have emerged as the most pervasive forms of mistreatment in today's workplace with the most costly and disastrous consequences across all levels employees teams and organizations This volume synthesizes and critically evaluates existing research and identifies future directions through research gaps on the most destructive organizational behaviors in today's workplace Strategies for managing such behaviors and potential contextual variations in destructive behaviors are also assessed Alternative negative perspectives on traditionally positive organizational behaviors are examined There is a paucity of research on the darker side of organizational behaviors although such destructive behaviors are indeed pervasive in today's workplace Providing researchers with a comprehensive overview and analysis of research advances on selected destructive organizational behaviors this book also considers the need of researchers to delineate future research opportunities to advance the field of study It seeks to spur critical thinking spark alternative research perspectives and provide the foundation from which focused future research can develop It also considers managerial and international perspectives through an assessment of

strategies for managing destructive behaviors and contextual reflections on destructive organizational behaviors making it a valuable resource for researchers academics and students in the fields of organizational behavior psychology management leadership and strategy *Phenomenological Studies in Education* DeHart, Jason D.,2023-07-03 Phenomenology is a rich and varied approach in the world of qualitative research This book will draw upon phenomenological methods and methodology including but not limited to hermeneutical and descriptive approaches to study education from K 12 to university and teacher focused inquiry It will enrich the field of research methodology by promoting a greater understanding of phenomenology and applying it to studies in the realm of education Phenomenological Studies in Education explores and applies methods associated with phenomenological work to build knowledge of experiences in education and pedagogy Covering topics such as building inclusive environments descriptive phenomenology and phenomenological interviewing experiences this book is ideal for researchers in educational studies qualitative researchers and students studying education

Humour, Work and Organization Robert Westwood,Carl Rhodes,2013-02-01 Accessible and amusing in style Humour Work and Organization explores the critical subversive and ambivalent character of humour work and comedy as it relates to organizations and organized work It examines the various individual organizational social and cultural means through which humour is represented deployed developed used and understood Considering the relationship between humour and organization in a nuanced and radical way and this book takes the view that humour and comedy are pervasive and highly meaningful aspects of human experience The richness and complexity of this relationship is examined across three related domains They are how humour is constructed enacted and responded to in organizational settings how organizations and work are represented comedically in various types of popular culture media how humour is used in organizations where there is a more explicit relationship between the comedic and work An exciting and controversial text Humour Work and Organization will appeal to students of all levels as well as anyone interested the full complexities of human interactions in the workplace Women Business Leaders Liela A. Jamjoom,2022-10-11 Published works on Saudi women in organizational

contexts are overwhelmingly reductionist producing a singular story and a monolithic Saudi woman This book aims to counter the master narrative on Saudi women in leadership by offering an intimate reading of the women s stories and experiences The author interviews 14 Saudi women leaders focusing on the women s stories of leadership identity workplace resistance and alternative forms of knowledge From a methodological standpoint the reader is given the opportunity to encounter the women at three different levels of analysis Master narrative counter narratives and my narrative There is also a theoretical discussion surrounding a variety of feminisms Postcolonial feminism Islamic feminism and Decolonial Feminism This theoretical engagement will enable readers to understand the difficulty of the theoretical terrain while also acknowledging the possibility for future theory development Expanding on previous studies on Saudi women in leadership by taking the discussion away from challenges to the ways in which the women navigate those challenges this book serves as an

emancipatory and inclusive tool in research with practical implications in business This book will be of value to researchers academics and professionals in the fields of leadership management gender and diversity *Pragmatics* ,2006

Communicating in Organizations Gerald Lee Pepper,1995 This text is designed for advanced courses in organizational communication exploring provocative issues in depth from ethical dilemmas **Business Ethics: Decision-Making for Personal Integrity & Social Responsibility** Laura Hartman,Joseph DesJardins,2007-03-02 Hartman DesJardins Business Ethics is designed to prepare the student to apply an ethical decision making model not only in this ethics course but throughout her or his business discipline This model teaches students ethical skills vocabulary and tools to apply in everyday business decisions and throughout their business courses The authors speak in a sophisticated yet accessible manner while teaching the fundamentals of business ethics Hartman s professional background in law and her teaching experience in business curriculum combined with DesJardins background in philosophy results in a broad language ideal for this approach and market The authors goal is to engage the student by focusing on cases and business scenarios that students already find interesting Students are then asked to look at the issues from an ethical perspective Additionally its focus on AACSB requirements makes it a comprehensive business ethics text for business school courses Critical Perspectives on Organization and Management Theory Linda Mary Smircich,Marta B. Calás,1995 This volume questions the organization of knowledge in organization studies that emerged after World War II It calls into question the managerialist view of what organizations are how they should be conducted and how they should be studied The authors of the essays included here represent a diversity of views neomarxist labour process symbolic feminist Global Diversity Management Mustafa Özbilgin,Ahu Tatli,2008-06-15 It is only through understanding diversity that businesses can achieve equality and cohesion in the workplace Ozbilgin and Tatli s Global Diversity Management focuses extensive original research through a critical approach and arrives at a comprehensive real world perspective of diversity in competitive organizations **Discursive Fault Lines at Work** Mira-Lisa Suzanne Katz,1999 **The Rise of Personal Development Training in Organizations** Xiaowei Luo,2000 **The Languages of Business** Francesca Bargiela-Chiappini,Sandra Harris,1997 This book explores how people around the world speaking different languages accomplish business *Intercultural Communication in the Global Workplace* Linda Beamer,Iris I. Varner,2001 The authors zero in on the specific needs of a firm from broad cultural and business values to the influence of culture on negotiations to the structure of the firm and the richness of the message Legal issues in intercultural business communication are covered extensively Opening chapters contain detailed discussion of cultural values that influence intercultural business communication **Diversity in America** Edgar I. Farmer,Jay W. Rojewski,Barbara W. Farmer,2004 *Knowledge, Power and Learning* Carrie Paechter,2001-03-19 New technologies are altering the relationship between knowledge power and learning The explosion of information resulting from the proliferation of Internet use has led to new questions about the nature of knowledge and how it is legitimated At the same time the new

emphasis on learning as a lifelong process is changing relationships between teachers and learners and focusing on the multiplicity of sites in which learning can take place This book considers the influence of the information age on the changing relationship between power and knowledge and how this affects learning in a wide range of situations from the school to the learning organization and from the musical conservatoire to the high tech workplace **Management Skills for Everyday Life** Paula J. Caproni, 2005 Written in a very straight forward and practical yet research based style that users regardless of their age gender nationality race etc find engaging because it focuses on their personal need to enhance their effectiveness career potential e g salaries promotions job choice and flexibility and general well being the book takes work life issues seriously The book begins by summarizing the research that focuses on what characteristics predict managerial and professional success and which characteristics predict failure The subsequent chapters then present each of the characteristics that predict success in more detail as well as tools and techniques for enhancing readersA personal and professional success For beginning to mid level executives **Work and Organizational Behaviour** John Bratton, 2007-04-15 Work and Organizational Behaviour is a core introductory text for undergraduate and MBA students which provides both a psychologically and sociologically based view of behaviour in work organisation from a critical perspective Strategic Organizational Communication Charles Conrad, 1994

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