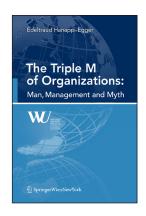


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- Selected (gendered) management myths are demystified and unmasked as tricky features in organizational power games
- The most frequently used arguments in gender discussion related to organizations are addressed

Edeltraud Hanappi-Egger

# The Triple M of Organizations: Man, Management and Myth

What has management to do with myths? And how does gender enter the stage? This book identifies frequently used key arguments in gender discussions on management and organizations and will unmask them as myths. Be it that management is rational, be it that organizations are gender-neutral, be it that women will change technology, will be shown to be a set of superficial declarations not withstanding critical scrutiny. All the "reasons" for gender-specific organizational phenomena will be proved to exist simply to maintain power structures and thereby systematically (but subtly) reproduce dominant organizational cultures and stabilize taken-for-granted knowledge in particular with respect to gender issues. The demystification of selected organizational phenomena is based upon several of the author's recent research projects and empirical studies.

#### From the contents:

Introduction.- Chapter I: Man and Management: Myth: "Women will change the fields of science, engineering and technology"; On the nonsense of adapting women rather than organizations; Empirical Study: Female computer scientists who quit their profession; De-mystifying the role of sex and gender in management and SET organizations. Chapter II: Management and Myth: Rationality: An ambiguous concept; Myth: "A gender-specific division of labour leads to optimal output"; The irrationality of business rationality when it comes to gender; De-mystifying rationality in management.- Chapter III: Myth and Man: Another triple M: Man, Management and the Military; Myth: "Men are inherently predisposed to be managers"; Case studies: masculinity constructions in Austrian advisory boards; Demystifying management masculinities.- Chapter IV: Myth-building in management: intentional storytelling?: Myths and sub-myths; Gender in management and organizations: Caught in a fuzzy web of myths; De-mystifying gender in management and organizations: An optimistically pessimistic approach to spaces of change; Myths as ideology.- Concluding remarks

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