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How do organizations structure themselves? A synthesis of the empirical literature in the field, supported by

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numerous examples and illustrations, provides images that produce a theory. The author introduces five basic configurations of structure - the simple structure, the machine bureaucracy, the professional bu- reaucracy, the divisionalized form, and the adhocracy. This book reveals that structure seems to be at the root of many questions about organizations and why they function as they do.

This Handbook provides a complete survey of the vibrant field of political sociology. Part I explores the theories of political sociology. Part II focuses on the formation, transitions, and regime structure of the state. Part III takes up various aspects of the state that respond to pressures from civil society.

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The SAGE Dictionary of Policing is the definitive reference tool for students, academics and practitioners in police studies. The Dictionary delivers a complete guide to policing in a comprehensive, easy-to-use format. Contributions by 110 of the world's leading academics and practitioners based in 14 countries map out all the key concepts and topics in the field. Each entry includes: " a concise definition " distinctive features of the concept " a critical evaluation " associated concepts, directing readers to linked entries " key readings, enabling readers to take their knowledge further. In addition, The SAGE Dictionary of Policing offers online resources, including free access to key articles and links to useful websites. This is a must-have for students, lecturers, researchers and professionals in police

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studies, criminology and criminal justice. It is the ideal companion to the SAGE Dictionary of Criminology: together the two books provide the most authoritative and comprehensive guide available.

Alison Wakefield is Senior Lecturer in Criminology at the University of New South Wales. She was previously based at City University, London. Jenny Fleming is Professor at the Tasmanian Institute of Law Enforcement Studies, University of Tasmania.

This exploration of the experiences of adopting parents and children offers unusual insight into adoption's complexity and its profound impact on family life. Based on the author's research in Germany, where she lived and taught, *The Adopted Child* has a great deal to say about child rearing and identity, as well as offering insights into similarities and

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differences in family life and adoption in Germany and the United States. Hoffmann-Reim takes the reader through the decision to adopt, the adoption placement procedure, and the transition from "applicant" to "mother and father." She explores differences between emotions experienced in adopting a baby, a toddler, and an older child, and how these emotions can affect relations with the world outside the nuclear family. A central concern is secrecy and disclosure with regard to the adopted child's origins. Based on case studies and extensive interviews, *The Adopted Child* has fascinated American readers as it did those in Germany. Professionals as well as those interested in adoption and family life in general will find it significant. Sociologists will find it solidly grounded in concepts and traditions from a diversity of related disciplines. And anyone

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interested in Germans and German society will find the materials revealing, and the author's interpretation insightful and wise.

One of the major dilemmas facing the administrative state in the United States today is discerning how best to harness for public purposes the dynamism of markets, the passion and commitment of nonprofit and volunteer organizations, and the public-interest-oriented expertise of the career civil service. Researchers across a variety of disciplines, fields, and subfields have independently investigated aspects of the formidable challenges, choices, and opportunities this dilemma poses for governance, democratic constitutionalism, and theory building. This literature is vast, affords multiple and conflicting perspectives, is methodologically diverse, and is fragmented. The Oxford Handbook of American Bureaucracy affords readers

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an uncommon overview and integration of this eclectic body of knowledge as adduced by many of its most respected researchers. Each of the chapters identifies major issues and trends, critically takes stock of the state of knowledge, and ponders where future research is most promising. Unprecedented in scope, methodological diversity, scholarly viewpoint, and substantive integration, this volume is invaluable for assessing where the study of American bureaucracy stands at the end of the first decade of the 21st century, and where leading scholars think it should go in the future. The Oxford Handbooks of American Politics are a set of reference books offering authoritative and engaging critical overviews of the state of scholarship on American politics. Each volume focuses on a particular aspect of the field. The project is under the General Editorship of George C. Edwards

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III, and distinguished specialists in their respective fields edit each volume. The Handbooks aim not just to report on the discipline, but also to shape it as scholars critically assess the scholarship on a topic and propose directions in which it needs to move. The series is an indispensable reference for anyone working in American politics. General Editor for The Oxford Handbooks of American Politics: George C. Edwards III

The volumes in this set, originally published between 1999 and 2003, draw together early works in social theory by leading sociologist Anthony Elliott. The collection covers some of his major works in the field of social theory, with a particular focus on psychoanalysis, and social theorists within the area of sociology. The works in this set make accessible previously unavailable works

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from the early stages of Anthony Elliott's ongoing and prolific career to date.

In this classic work of feminist political thought, Iris Marion Young challenges the prevailing reduction of social justice to distributive justice. It critically analyzes basic concepts underlying most theories of justice, including impartiality, formal equality, and the unitary moral subjectivity. The starting point for her critique is the experience and concerns of the new social movements about decision making, cultural expression, and division of labor--that were created by marginal and excluded groups, including women, African Americans, and American Indians, as well as gays and lesbians. Iris Young defines concepts of domination and oppression to cover issues eluding the distributive model. Democratic theorists, according to Young do not adequately

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address the problem of an inclusive participatory framework. By assuming a homogeneous public, they fail to consider institutional arrangements for including people not culturally identified with white European male norms of reason and respectability. Young urges that normative theory and public policy should undermine group-based oppression by affirming rather than suppressing social group difference. Basing her vision of the good society on the differentiated, culturally plural network of contemporary urban life, she argues for a principle of group representation in democratic publics and for group-differentiated policies. Danielle Allen's new foreword contextualizes Young's work and explains how debates surrounding social justice have changed since--and been transformed by--the original publication of *Justice and the Politics of Difference*.

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Psychological ownership as a phenomenon and construct attracts an increasing number of scholars in a variety of fields. This volume presents a comprehensive and up-to-date review of the psychological ownership literature with particular attention paid to the theory, research evidence, and comments on managerial applications. The authors address key elements that examine an employee's ownership feelings for his or her employing organization. The chapters address, among others, the following themes: the meaning of psychological ownership, the genesis of ownership feelings, the experiences and paths down which people travel that give rise to experiences of ownership, and the consequences (the personal and work outcomes) that stem from the sense of ownership. While the majority of the book

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is focused on feelings of ownership that exist at the individual-level, the authors introduce the construct of collective psychological ownership as well. This work acknowledges that teamwork has become increasingly commonplace in organizations and that like individuals, teams can come to a collective sense of ownership for a variety of targets within their work environment. the book closes by drawing upon the existing science of psychological ownership to provide a perspective on its applied (managerial) implications. This book will make a noteworthy addition to scholars' libraries: university libraries will also value it among their collections. Students of organizational psychology, management, organizational behavior, sociology and communication and their professors will find much of interest here.

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This book contains a series of papers that were presented during the Sixth IEA International Symposium on Human Factors in Organizational Design and Management (ODAM '98). The Symposium was sponsored jointly by the International Ergonomics Society, the Dutch Ergonomics Society, NIA TNO and The Ministry of Social Affairs and Employment. These experiences include new ideas, research results, tools, and applications of human-organization interface technology to improving work systems. New technology, changing work force demographics, changing attitudes and values about work and what constitutes real quality of work life, have heightened the need for a true systems approach to optimizing the interfaces between humans, technology and organizational structures and processes. Growing world competition, and the

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related need to make organizations more productive and efficient, have further intensified this need to improve work systems. This need is reflected in the rapid development of macroergonomics methods and applications since the first of these ODAM Symposia in 1984. What then was recognized by only a few researchers and practitioners has now become a widely accepted part of the human factors/ergonomics discipline. As demonstrated by the papers contained herein, application of macroergonomics is having a very real positive impact on sociotechnical systems internationally. Included in this volume are a broad selection of papers on theory, methodology, tools, research findings, and case studies from leading professionals throughout the world. This volume thus provides the reader with some of the latest developments in human-organization

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interface technology. Collectively, these papers should provide the reader with a good conceptual understanding of the ergonomic approach to work system design, and of its tremendous potential for improving work systems and the human condition in all cultures.

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