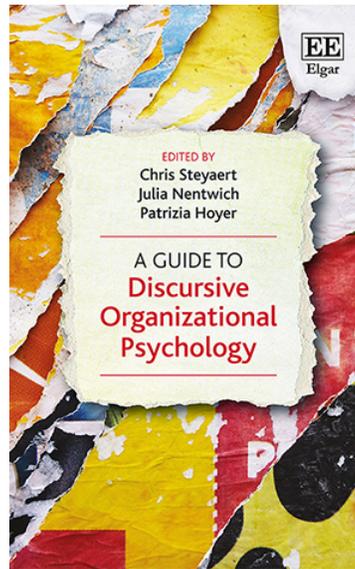




A Guide to Discursive Organizational Psychology

Edited by Chris Steyaert, Doctor in Psychology and Professor in Organizational Psychology, Julia Nentwich, Doctor and Associate Professor in Psychology and Patrizia Hoyer, Doctor in Organization Studies and Cultural Theory, University of St. Gallen, Switzerland

This book offers a lively illustration of the dynamic relationship between discourse and organizational psychology. Contributions include empirically rich discussions of both traditional and widely studied topics such as resistance to change, inclusion and exclusion, participation, multi-stakeholder collaboration and diversity management, as well as newer research areas such as language negotiations, work time arrangements, technology development and change as intervention.



‘Discursive approaches to issues such as creativity and participation are well established in management and organization studies but are much less developed in the field of organizational psychology. This book fills this gap in a timely and informative manner, providing much-needed insights into how language does not simply represent the social world, but actively produces it. This book illustrates how the “turn to language” in the social sciences can be usefully applied to the field of organizational psychology.’

– Penny Dick, University of Sheffield, UK

‘The contributors to this book make a compelling case for a greater consideration of discourse in organizational psychology. Focusing on discursive psychology’s “potential for bringing about social change or engaging with emancipatory projects”, the chapters examine change from different perspectives including participation, resistance, creativity and change interventions. The breadth of empirical settings is impressive, ranging from the UN World Summit on Sustainable Development to the European Organization for Nuclear Research (CERN) to multilingualism in multinational companies. Similarly, the book covers a range of different methods. The contributions of discourse are made clear so that readers can easily see how discourse can enhance our understanding of organizational change.’

– Cynthia Hardy, University of Melbourne, Australia

2016	360 pp	Paperback	978 1 78643 171 4	£38.40	£32.00	\$38.40	\$48.00
2016	360 pp	Hardback	978 0 85793 928 9	£144.00	£110.00	\$144.00	\$160.00
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