

Analysing organisation

Business



**ASSIGN
BUSTER**

Topic: Analysing Organisation Affiliation: Key Ideas Human interaction is prompted and experienced in different environments. Gender definition and identities in these interactions are subjected to diversity and dynamism from time to time, influencing male-female relations in almost every aspect of life. In the workplace, the situation is not different. Men and women are charged with various duties and responsibilities. The obligation of either of the two is highly influenced by masculinity or femininity (Stewart, Kornberger and Rhodes, 2007, p. 117). The readings present a scenario where the defining factors of masculinities are inadequate, making it unclear to analyse gender powered relations. The underlying interests of the readings were to present men in their true character and substance, and further evaluate the effect of that on organizations in terms of work and management.

Key Insights

Gendered power relations are becoming critical to consider in the contemporary organizational setting. Organizations are overly becoming interested in defining men and their masculine identities. It has been noted that men are neglecting their fellow men in organizations, prompting the debate of actual men identity. Research and development in various fields of study is focusing on masculinities. There are crucial aspects to address in the underlying studies, meaning that the readings have a point to put across. Naming of men in organizations, workplaces and in management roles is a crucial aspect that is and continues to influence gendered power relations. The need to account for multiple masculinities is the basis of analysing men in organizations. There are a number of conceptual difficulties highlighted in the readings, prior to naming as men. These are: exclusion, differences, meaning and power (Collinson & Hearn, 1994, p. 8-10). These problems are <https://assignbuster.com/analysing-organisation/>

relevant to address, especially when it comes to the bid of addressing problems associated with masculinity discourses. There is no doubt that the highlighted masculinity discourses remain highly observe in organizations. These discourses of masculinity are: authoritarianism, paternalism, entrepreneurialism, informalism and careerism (Collinson & Hearn, 1994, p. 13). Analysing men and further defining them as men will critically integrate these discourses into gendered power relations, striking a balance between men and women in organizations, work and management.

Application in Practice

Contemporary organizations are embracing modernity, and are therefore sensitive to gender issues. Gender disparities especially in workplaces and organizations have been evident over decades of years (Mavin, 2008, p. 2042). This has been the case due to the fact that femininity has been overlooked. Management has always been regarded to be a man's job. While this scenario has now changed by great margin, there are still significant challenges that need to be addressed. This is the point where the issues addressed in the readings come into place.

The five discourses discussed in the readings can be applied positively in the analysis of men and their positions in organizations, work and management. It is with no doubt that there are challenges to overcome, but the course is still viable. The multiple masculinities highlighted in the texts, and the massive studies that are continuously being undertaken are prove enough that something positive can be achieved. The process of naming men as men should integrate feminism so that the outcome depicts no disparity, but collaboration. The pervasive and dominant practices by men in organizations, work and management can be evaluated and assessed in <https://assignbuster.com/analysing-organisation/>

such a way that they fit into a contemporary environment that reflects the true character and identity of femininity and masculinity.

References

Collinson, D, & Hearn, J, (1994), Naming Men as Men: Implications for Work, Organization and Management, Volume 1 Number 1.

Mavin, S, (2008), Queen Bees, Wannabees and Afraid to Bees: A Different View for Women in Management, British Journal of Management, 19 (1), 75-84, 1045-3172.

Stewart, C, Kornberger, M, and Rhodes, C, (2007), Business Ethics as Practice, British Journal of Management, Vol. 18, 107–122 (2007).