

ENGINEERING CULTURE: CONTROL AND COMMITMENT IN A HIGH-TECH CORPORATION BY GIDEON KUNDA



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Engineering Culture



Control and Commitment in a High-Tech Corporation

"Kunda treats us to a fascinating journey ... and along the way we learn much more about the pervasive power corporations have on society. This book will ... surely take its place as one of the most penetrating ... examples of the study of corporate culture."

— *Industrial and Labor Relations Review*

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"Overall, this is one of the finest ethnographies of an organization culture I have read."-Administrative Science Quarterly "This book remains the classic attempt to come to terms with the reality of work in the new economy, as it emerges to replace the alienation of mass production. Kunda recognizes, even celebrates, the autonomy and engagement of work which has grown up around IT. But he also identifies the ways management quite deliberately limits and controls that autonomy and exploits engagement. And he underscores the price which the new work place exacts from the workers excluded from the realm of autonomy, from those who become overcommitted to it, and from those who, often inadvertently, overstep its boundaries."-Michael Joseph Piore, David W. Skinner Professor of Political Economy, Massachusetts Institute of Technology

From the Publisher

An analysis of corporate culture from the inside

Culture Section Book Award, American Sociological Association

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From the Inside Flap

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—Paul DiMaggio

"Kunda finds a dark side to the new management desire to 'bind employees' hearts and minds to the corporate interest.'... The pervasive employee response is irony—acceptance and detachment at the same time. Thus the culture undermines itself."

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control and the forms of individual experience it produces."

—Science Books & Films

"[Engineering Culture] is a wonderfully ironic account of corporate life in the fast lanes of the high-tech trades.... Kunda's display of the emotional underlife of organizational fun-and-games is a most revealing one."

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'Engineering Culture' offers a critical analysis of an American company's well-known and widely emulated 'corporate culture'. It uses detailed descriptions of everyday interactions and rituals in which the culture is brought to life.

- Sales Rank: #813604 in Books
- Brand: Brand: Temple University Press
- Published on: 2006-08-02
- Original language: English
- Number of items: 1
- Dimensions: 9.00" h x .90" w x 6.00" l, .94 pounds
- Binding: Paperback
- 320 pages

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By Phillip

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By clamsauce

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