

The Institutional Logics Perspective: A Transformative Framework for Comprehending Organizations



The Institutional Logics Perspective: A New Approach to Culture, Structure and Process by Patricia H. Thornton

★★★★☆ 4.7 out of 5

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Screen Reader	: Supported
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The Institutional Logics Perspective (ILP) is an influential theoretical framework that has revolutionized the way we understand organizations. ILP provides a powerful lens for examining how organizations are shaped by the institutional environment in which they operate, and how they, in turn, shape that environment.

Key Concepts

The ILP is based on the idea that organizations are embedded in a set of institutional logics. These logics are systems of shared beliefs, values, and norms that define what is considered legitimate and appropriate behavior within a particular field or industry.

Each institutional logic represents a different way of organizing and understanding the world. For example, the market logic emphasizes competition and efficiency, while the professional logic emphasizes expertise and autonomy.

Organizations are constantly influenced by multiple institutional logics. These logics can be complementary or conflicting, and organizations must navigate these logics in Free Download to survive and thrive.

Key Findings

The ILP has generated a wealth of research findings that have helped us to better understand how organizations operate. Some of the key findings include:

- * Organizations are shaped by the institutional environment in which they operate.
- * Institutional logics can be a source of both stability and change within organizations.
- * Organizations can adopt multiple institutional logics, but this can lead to tensions and contradictions.
- * Organizations can resist or challenge institutional logics, but this can be difficult and costly.

Applications

The ILP has a wide range of applications in organizational theory and research. It can be used to:

- * Analyze the impact of institutional logics on organizational structure, culture, and strategy.
- * Understand how organizations navigate multiple institutional logics.
- * Examine the role of institutional logics in organizational change and innovation.
- * Identify opportunities for organizations to resist or challenge institutional logics.

The Institutional Logics Perspective is a powerful framework for understanding organizations. It provides a rich and nuanced account of how organizations are shaped by the institutional environment in which they operate, and how they, in turn, shape that environment. The ILP has generated a wealth of research findings that have helped us to better understand how organizations operate, and it continues to be a valuable tool for organizational theory and research.

Further Reading

* Thornton, P. H., Ocasio, W., & Lounsbury, M. (2012). The institutional logics perspective: A new approach to culture, structure, and process in organizations. *Academy of Management Review*, 37(1),90-117. *

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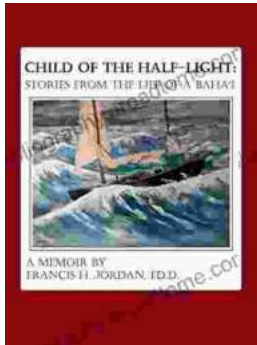
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