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## PAPER ABSTRACTS

### The Effect of Employer Networks on Workplace Innovation and Training

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#### Abstract

The authors examine the determinants of adoption and intensity of use of high-performance work practices and training. A question that has not been adequately addressed in the high-performance literature is why, if innovative work practices are beneficial to performance, the intensity of adoption varies considerably across establishments? The sociological literature suggests that social networks -- ties to other organizations -- play an important role in the organizational learning associated with diffusion of innovation. The authors develop and test hypotheses regarding the effect of networks on the use of human resource innovations and training, using establishment data on formal affiliation and other network measures. The research also includes interviews with managers, which provide data for interpreting the relationship between network ties and workplace innovation.

### Organizational Resilience: A Model of the Effect of Disaster on Organizations based on Preliminary Outcomes from the September 11<sup>th</sup> Attacks

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#### Abstract

Organization theory would have predicted devastating consequences for firms directly hit by the September 11, 2001 attacks. Preliminary evidence, however, indicates surprisingly successful recovery. These outcomes suggest insights into the nature of organizational resilience that could not be inferred from general organization theory. We outline the

basics of a theory of organizational resilience drawing upon (1) a case study of a World Trade Center firm hard hit by the September 11th attacks, (2) general news items of preliminary outcomes of other organizations directly hit, and (3) the psychological literature on resilience.

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### Social Movements, Field Frames, and Industry Emergence: A Cultural-Political Perspective on U.S. Recycling

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#### Abstract

This article examines how social movements contribute to institutional change and the creation of new industries. We build on current efforts to bridge institutional and social movement perspectives in sociology and develop the concept of field frame to study how industries are shaped by social structures of meanings and resources that underpin and stabilize practices and social organization. Field frames take shape in the midst of competitive, industry, and regulatory initiatives, then organize industry attention and practices, and are the focus of expert, professional, and popular challenges. We develop the case of how non-profit recyclers and the recycling social movement enabled the rise of a for-profit recycling industry. We use archival and historical data and contemporary evidence from interviews. We show that social movements can help to transform extant socioeconomic practices and enable new kinds of industry development by engaging in efforts that lead to the deinstitutionalization of field frames.

Paper forthcoming in [Socio-Economic Review](#) (Fall 2003).

## Bureaucratic Complexity and Women's Managerial Attainment: The Case of the Public Sector in Uruguay

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### Abstract

This paper focuses on how changes among public bureaucracies influence the mobility of women into upper level jobs. More specifically, I ask, *how is that purposeful reform programs and incremental transformations of the State influence women's managerial attainment?* Even further, *is it the culture or the structure of public bureaucracies the determining factor of women integration at the top?* By means of ethnographic research taking two segments of the Uruguayan State as cases, I explore the adequacy of the structural or enabling perspective and the culture or coercive view about gender and bureaucracies, extending this discussion outside North American and Western European contexts. The empirical reality of women in the Uruguayan State suggests that public bureaucracies are complex sites. As such, they should not be assessed as either beneficial or harmful for women on the basis of one single crucial factor, i.e. their structure or culture. As I show, women face opportunities and constraints that result from the combination of gender cultural beliefs, the daily interactions among members and the work structures and procedures of bureaucracies. Second, how these factors combine to allow more women into management depends on whether the context of an agency is one of purposeful reform or piecemeal transformation. This more complex line of inquiry should be introduced to our current discussion of gender and bureaucracies, at least for the more specific occupation of managers and professionals.

## Institutions, Power, and Corporate Governance: A Cross-National Study of Hostile Takeovers

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### Abstract

Neoinstitutional theory and economic sociology maintain that economic practices occur frequently only if they are legitimate. We formulate theoretical arguments as to what institutional factors make the hostile takeover legitimate in different countries. We predict that regulative, cognitive, and normative variables increase the legitimacy of hostile takeovers and hence their likelihood. Using data on 30 countries between 1992 and 1997, we find that hostile takeovers are more frequent the greater the regulative legitimacy of shareholder rights as enshrined in corporate legislation adopted by the state, the greater the cognitive legitimacy afforded by institutionalized stock trading, and the greater the normative legitimacy due to low levels of labor militancy, restrictions on bank ownership, and high cultural individualism.

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