CONTENTS

List of Figures xi
List of Tables xiii
List of Contributors xv

Introduction 1
SAVITA KUMRA, RUTH SIMPSON, AND RONALD J. BURKE

PARTI THEORIZING GENDER AND ORGANIZATIONS

1. Theorizing Gender-and-Organization: Changing Times... Changing Theories? 17
MARTA B. CALAS, LINDA SMIRGICH, AND EVANGELINA HOLVINO

2. Disturbing Thoughts and Gendered Practices: A Discursive Review of Feminist Organizational Analysis 53
MARIANA INES PALUDI, JEAN HELMS-MILLS, AND ALBERT J. MILLS

3. Organizations as Symbolic Gendered Orders 76
SILVIA GHERARDI

4. Was will der Mann? 95
HEATHER HOPFL

5. Feminism, Post-Feminism, and Emerging Femininities in Entrepreneurship 107
PATRICIA LEWIS

6. 'Meaning that Matters': An Organizational Communication Perspective on Gender, Discourse, and Materiality 130
KAREN LEE ASHCRAFT AND KATE LOCKWOOD HARRIS
# PART II GENDER IN LEADERSHIP AND MANAGEMENT

7. Female Advantage: Revisited
   **ALICE H. EAGLY, LEIRE GARTZIA, AND LINDA L. CARLI**

8. The Rocky Climb: Women's Advancement in Management
   **ISABEL METZ AND CAROL T. KULIK**

9. Leadership: A Matter of Gender?
   **YVONNE DUE BILLING AND MATS ALVESSON**

10. Negative Intra-Gender Relations between Women: Friendship, Competition, and Female Misogyny
    **SHARON MAVIN, JANNINE WILLIAMS, AND GINA GRANDY**

11. Sex, Gender, and Leadership: What Do Four Decades of Research Tell Us?
    **GARY N. POWELL**

12. Gendered Constructions of Merit and Impression Management within Professional Service Firms
    **SAVITA KUMRA**

# PART III GENDER AND CAREERS

13. Gender and Careers: Obstacles and Opportunities
    **VALERIE N. STREETS AND DEBRA A. MAJOR**

    **SUSANNE BRUCKMULLER, MICHELLE K. RYAN, FLOOR RINK, AND S. ALEXANDER HASLAM**

15. Power and Resistance in Gender Equality Strategies: Comparing Quotas and Small Wins
    **YVONNE BENSCHOP AND MARIEKE VAN DEN BRINK**

16. Sexual Harassment in the Workplace
    **SANDRA L. FIELDEN AND CARIANNE HUNT**
17. Organizational Culture, Work Investments, and the Careers of Men: Disadvantages to Women? 371
RONALD J. BURKE

18. Challenging Gender Boundaries: Pressures and Constraints on Women in Non-Traditional Occupations 393
BARBARA BAGILHOLE

PART IV MASCULINITIES IN ORGANIZATIONS

19. Contextualizing Men, Masculinities, Leadership, and Management: Gender/Intersectionalities, Local/Transnational, Embodied/Virtual, Theory/Practice 417
JEFF HEARN

20. Masculinities in Management: Hidden, Invisible, and Persistent 438
STEPHEN M. WHITEHEAD

21. Masculinity and Sexuality at Work: Incorporating Gay and Bisexual Men's Perspectives 460
NICK RUMENS

22. Doing Gender Differently: Men in Caring Occupations 480
RUTH SIMPSON

23. Masculinity in the Financial Sector 499
DAVID KNIGHTS AND MARIA TULLBERG

24. Masculinities in Multinationals 519
JANNE TIENARI AND ALEXEI KOVESHNIKOV

Index 535