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RESOURCE

Institutional Complexity and Organizational Responses

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Description / Abstract

Organizations face institutional complexity whenever they confront incompatible prescriptions from multiple institutional logics. Our interest is in how plural institutional logics, refracted through field-level structures and processes, are experienced within organizations and how organizations respond to such complexity. We draw on a variety of cognate literatures to discuss the field-level structural characteristics and organizational attributes that shape institutional complexity. We then explore the repertoire of strategies and structures that organizations deploy to cope with multiple, competing demands. The analytical framework developed herein is presented to guide future scholarship in the systematic analysis of institutional complexity. We conclude by suggesting avenues for future research.

Publication year
2011

Publisher
The Academy of Management Annals

Keywords
Institutional mapping
Language English
View resource

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Source URL: https://iwrmactionhub.org/resource/institutional-complexity-and-organizational-responses