

**Disciplina: estudos críticos em gestão**

**Departmento: ADMINISTRAÇÃO GERAL E RECURSOS HUMANOS (ADM)**

curso: CMCD

**Professor: Amon Barros**

**SEMESTRE/ANO: 2º/2018**

PROGRAMa

Objetivos do curso

Ao longo dos anos, os estudos críticos em gestão construíram um quadro teórico relevante e influenciaram a configuração do debate em administração e estudos organizacionais. Com a crescente complexidade dos ambientes nos quais gestores e acadêmicos operam, é importante que os estudantes sejam capazes de análises de tópicos sensíveis. Estes, muitas vezes, têm importantes implicações para a compreensão do mundo. O curso parte da ideia de que as discussões fomentadas em bases críticas permite o desenvolvimento de lentes poderosas para pensar a realidade.

objetivos de aprendizagem

1. O estudante deve ser capaz de realizar análises que sublinhem aspectos que por vezes passam invisíveis às teorias tradicionais.
2. O estudante deve ser capaz de analisar criticamente teorias e práticas de gestão, enfatizando a complexidade do ambiente social.
3. O estudante deve se posicionar de maneira fundamentada e produzir argumentações a partir de bases rigorosas.

CONTEÚDO

1. CMS e suas origens: teoria crítica, sindicalismo (LPT), webero-marxismo.
2. Primeiros discusses e primeiros temas.
3. Discussões contemporâneas: pós-estruturalismo e administração.
4. Estudos críticos e reflexividade.

Métodos

O estudante deverá ler a literatura indicada para cada aula. Serão realizadas discussões com base nas mesmas e filmes sugeridos ao começo do curso. O posicionamento em sala, por meio do debate é essencial.

Avaliação

Seminários: 30%

Resumo expandido do ensaio: 30%

Ensaio: 40%

Bibiliografia

Adler, P. S., Forbes, L. C., & Willmott, H. (2007). 3 Critical Management Studies. *The Academy of Management Annals*, *1*(1), 119–179. http://doi.org/10.1080/078559808

Alcadipani, R. (2005). Réplica: a singularização do plural. Revista de Administração Contemporânea, 9(1), 211-220. https://dx.doi.org/10.1590/S1415-65552005000100011

Alcadipani, R., & Rosa, A. R. (2011). From grobal management to glocal management: Latin American perspectives as a counter-dominant management epistemology. *Canadian Journal of Administrative Sciences*, *28*(January), 453–466. <http://doi.org/10.1002/CJAS.165>

Alcadipani, R., Khan, F. R., Gantman, E. R., & Nkomo, S. M. (2012). Southern voices in management and organization knowledge. *Organization*, *19*(2), 131–143. <http://doi.org/10.1177/1350508411431910>

Alvesson, M.; Deetz, S. (1999) Teoria crítica e abordagens pós-modernas para estudos organizacionais. In: Clegg, S.; Hardy, C.; Nord, W. (Orgs.). (Organizadores da edição brasileira: Caldas, M.; Fachin, R.; Fischer, T.). *Handbook de estudos organizacionais, v. 1: Modelos de análise e novas questões em estudos organizacionais*. São Paulo: Atlas.

Alvesson, M., & Willmott, H. (2016). On the Idea of Emancipation in Management and Organization. *The Academy of Management Review*, *17*(3), 432–464.

Barley, S.; R.; Kunda, G. (1992). Design and Devotion: Surges of rational and normative ideologies of control in managerial discourse. Administrative Science Quarterly, vol. 37, pp. 363-399.

Barley, S. R. (2010). Building an Institutional Field to Corral a Government: A Case to Set an Agenda for Organization Studies. *Organization Studies*, *31*(6), 777–805. <https://doi.org/10.1177/0170840610372572>

Bell, E. & King, D. (2010). The elephant in the room: Critical management studies conferences as a site of body pedagogics. *Management Learning*, *41*(4), 429–442. http://doi.org/10.1177/1350507609348851

Brewis, J. & Wray-Bliss, E. (2008). Re-searching Ethics: Towards a More Reflexive Critical Management Studies. *Organization Studies*, *29*(12), 1521–1540. http://doi.org/10.1177/0170840607096385

Broadbridge, A., & Hearn, J. (2008). Gender and management: New directions in research and continuing patterns in practice. *British Journal of Management*, *19*(SUPPL. 1). http://doi.org/10.1111/j.1467-8551.2008.00570.x

Bruce, K., & Nyland, C. (2011). Elton Mayo and the Deification of Human Relations. *Organization Studies*, *32*(3), 383–405. http://doi.org/10.1177/0170840610397478

Caldas, M. P., & Alcadipani, R. (n.d.). Post-Colonialism In Latin American Management : The Genesis And Trail Of North American Reference In Brazilian Culture And Management.

Clegg, S. R., Kornberger, M., Rhodes, C., & Carter, C. (2006). For management? *Management Learning*, *37*(1), 7–27. http://doi.org/10.1177/1350507606060975

Cooke, B. (2003). The Denial of Slavery in Management Studies, (December).

Cooke, B. (2004). The managing of the (Third) World. *Organization*, *11*(5), 603–629. http://doi.org/10.1177/1350508404044063

Damian O'Doherty and Hugh Willmott (2001). Debating Labour Process Theory: The Issue of Subjectivity and the Relevance of Poststructuralism. Sociology, 35, pp 457-476. doi:10.1017/S0038038501000220.

Faria, A., Ibarra-Colado, E., & Guedes, A. (2010). Internationalization of management, neoliberalism and the Latin America challenge. *Critical Perspectives on International Business*, *6*(2), 97–115. http://doi.org/10.1108/17422041011049932

Fleming, P., & Banerjee, S. B. (2015). When performativity fails: Implications for Critical Management Studies. *Human Relations*, 1–20. <http://doi.org/10.1177/0018726715599241>

Foucault, M. O que é a crítica? [Qu'est-ce que la critique? Critique et Aufklärung. Bulletin de la Société française de philosophie, Vol. 82, nº 2, pp. 35 - 63, avr/juin 1990 (Conferência proferida em 27 de maio de 1978). Tradução de Gabriela Lafetá Borges e revisão de wanderson flor do nascimento]. Disponível em: portalgens.com.br/portal/images/stories/pdf/critica.pdf

Fournier, V., & Grey, C. (2000). At the Critical Moment: Conditions and Prospects for Critical Management Studies. *Human Relations*, *53*(1), 7–32. <http://doi.org/10.1177/0018726700531002>

Frenkel, M.; Shenhav, Y. From Binarism Back To Hybridity: a postcolonial reading of management and organization studies. Organization Studies, vol.27, n.6, pp. 855-876. London, June, 2006.

Friedman, M. (1970) The Social Responsibility of Business is to Increase its Profits. The New York Times, September, 13.

Holvino, E. (2010). Intersections: The Simultaneity of Race, Gender and Class in Organization Studies. *Gender, Work & Organization*, *17*(3), 248–277. <http://doi.org/10.1111/j.1468-0432.2008.00400.x>

Horkheimer, M. (1983). Teoria tradicional e teoria crítica. In: Horkheimer, M. Adorno, T. *Textos Escolhidos*, p. 31-68. São Paulo, Abril Cultural, 1983.

Ibarra-Colado, E. (2008). Is There Any Future for Critical Management Studies in Latin America? Moving from Epistemic Coloniality to `Trans-Discipline’. *Organization*, *15*(6), 932–935. http://doi.org/10.1177/1350508408095822

Khan, F. R., Munir, K. a., & Willmott, H. (2007). A Dark Side of Institutional Entrepreneurship: Soccer Balls, Child Labour and Postcolonial Impoverishment. *Organization Studies*, *28*(7), 1055–1077. http://doi.org/10.1177/0170840607078114

Khan, F. R., Westwood, R., & Boje, D. M. (2010). “I feel like a foreign agent”: NGOs and corporate social responsibility interventions into Third World child labor. *Human Relations*, *63*(9), 1417–1438. <http://doi.org/10.1177/0018726709359330>

Klikauer, T. (2015). Critical management studies and critical theory: A review. *Capital & Class*, *39*(2), 197–220. https://doi.org/10.1177/0309816815581773

King, D., & Learmonth, M. (2014). Can critical management studies ever be “practical”? A case study in engaged scholarship. *Human Relations*, *68*(3), 353–375. <http://doi.org/10.1177/0018726714528254>

Lukács, G. (2001). História e Consciência de Classe. São Paulo, Martins Fontes.

Mandiola, M. P. (2010). Latin America’s critical management? A liberation genealogy. *Critical Perspectives on International Business*, *6*(2/3), 162–176. <http://doi.org/10.1108/17422041011049978>

Marx, K. (2015). O 18 Brumário de Luís Bonaparte. São Paulo: Boitempo Editorial

Marx, K. Engels, F. (2015) Manifesto Comunista. São Paulo: Boitempo Editorial.

Misoczky, M. C. (2011). World visions in dispute in contemporary Latin America: development x harmonic life. *Organization*, *18*(3), 345–363. <http://doi.org/10.1177/1350508411398730>

Misoczky, Maria Ceci, & Amantino-de-Andrade, Jackeline. (2005). Uma crítica à crítica domesticada nos estudos organizacionais. Revista de Administração Contemporânea, 9(1), 193-210. <https://dx.doi.org/10.1590/S1415-65552005000100010>

O’doherty, D., & Willmott, H. (2001). Debating labour process theory: the issue of subjectiviy and the relevance of Poststructuralism. *Sociology*, *35*(2), 457–476. http://doi.org/10.1177/07399863870092005

Parker, M. (1995). Critique in the Name of What? Postmodernism and Critical Approaches to Organization. *Organization Studies*, *16*(4), 553–564. http://doi.org/10.1177/017084069501600401

Parker, M. (1999). Capitalism, Subjectivity and Ethics: Debating Labour Process Analysis. *Organization Studies*, *20*(1), 25–45. http://doi.org/10.1177/0170840699201002

Parker, M. (2003). Introduction : Ethics , politics and organizing, *10*(May), 187–203.

Parker, M., & Jary, D. (1995). The McUniversity: Organization, Management and Academic Subjectivity. *Organization*, *2*(2), 319–338. <http://doi.org/10.1177/135050849522013>

Paula, A. P. P. O que o *handbook* não diz: novas considerações sobre teoria crítica e abordagens pós-modernas para estudos organizacionais. In: XXXIII ENANPAD, 2009, São Paulo. Anais do XXXIII ENANPAD. Rio de Janeiro: ANPAD, 2009. p. 1-15.

Paula, A. P. P. de, Maranhão, C. M. S. D. A., & Barros, A. (2009). Pluralismo, pós-estruturalismo e “gerencialismo engajado” limites do movimento critical management studies. *Cadernos EBAPE.BR*, *7*(3), 393–404.

Paula, A. P. P. de, Maranhão, C. M. S. D. A., Barreto, R. D. O., & Klechen, C. F. (2010). A tradição e a autonomia dos Estudos Organizacionais Críticos no Brasil. *Revista de Administração de Empresas*, *50*, 10–23. http://doi.org/10.1590/S0034-75902010000100002

Prasad, A. (2003). *Postcolonial theory and organizational analysis : a critical engagement*. <http://doi.org/10.1057/9781403982292>

Rowlinson, M., & Hassard, J. (2011). How come the critters came to be teaching in business schools? Contradictions in the institutionalization of critical management studies. *Organization*, *18*(5), 673–689. http://doi.org/10.1177/1350508410396397

Runté, M., & Mills, A. J. (2006). Cold War, chilly climate: Exploring the roots of gendered discourse in organization and management theory. *Human Relations*, *59*(5), 695–720. http://doi.org/10.1177/0018726706066174

Spector, B. (2006). The Harvard Business Review goes to war. *Management & Organizational History*, *1*(3), 273–295. http://doi.org/10.1177/1744935906066692

Spicer, A., Alvesson, M., & Karreman, D. (2009). Critical performativity: The unfinished business of critical management studies. *Human Relations*, *62*, 537–560. http://doi.org/10.1177/0018726708101984

Srinivas, N. (2013). Could a Subaltern Manage? Identity Work and Habitus in a Colonial Workplace. *Organization Studies*, *34*(11), 1655–1674. http://doi.org/10.1177/0170840612467151

Walsh, J. P., & Weber, K. (2002). The prospects for Critical Management Studies in the American Academy of Management. *Organization*, *8*(3), 402–410.

Wanderley, S., & Barros, A. (2018). Decoloniality, geopolitics of knowledge and historic turn: towards a Latin American agenda. *Management & Organizational History*, *9359*, 1–19. https://doi.org/10.1080/17449359.2018.1431551

Weatherbee, T. G., Durepos, G., Mills, A. J., & Helms Mills, J. (2012). Theorizing the Past: Critical engagements. *Management & Organizational History*, *7*(3), 193–202. http://doi.org/10.1177/1744935912444358

Westwood, R. (2006). International business and management studies as an orientalist discourse: A postcolonial critique. *Critical Perspectives on International Business*, *2*(2), 91–113. http://doi.org/10.1108/17422040610661280

Westwood, R., Jack, G., Khan, F. R., & Frenkel, M. (2013). *Core-periphery relations and organization studies* (Vol. 53). New York: Palgrave Macmillan. <http://doi.org/10.1017/CBO9781107415324.004>

Wickert, C., & Schaefer, S. M. (2015). Towards a progressive understanding of performativity in critical management studies. *Human Relations*, *68*(1), 107–130. http://doi.org/10.1177/0018726713519279

Wray-Bliss, E. (2003). Research Subjects/Research Subjections: Exploring the Ethics and Politics of Critical Research. *Organization*, *10*(May), 307–325. <http://doi.org/10.1177/1350508403010002007>