Women and Management Volume II

Edited by

Caroline Gatrell

Lecturer in Management Learning and Leadership Lancaster University Management School, Lancaster University, UK

Cary L. Cooper, CBE

Distinguished Professor of Organizational Psychology and Health Lancaster University Management School, Lancaster University, UK

and

Ellen Ernst Kossek

University Distinguished Professor Michigan State University, USA

THE INTERNATIONAL LIBRARY OF CRITICAL WRITINGS ON BUSINESS AND MANAGEMENT

An Elgar Research Collection Cheltenham, UK • Northampton, MA, USA



Contents

Acknowledgements An introduction by the editors to both volumes appears in Volume I			
PART I	INTERNATIONAL PERSPECTIVES ON WOMEN'S CAREERS		
	1.	Nancy J. Adler (1984), 'Women Do Not Want International Careers:	
		And Other Myths About International Management',	
		Organizational Dynamics, 13 (2), 66-79	3
	2.	Paula M. Caligiuri and Rosalie L. Tung (1999), 'Comparing the	
		Success of Male and Female Expatriates from a US-Based	
		Multinational Company', International Journal of Human Resource	
		Management, 10 (5), October, 763-82	17
	3.	Virginia E. Schein (2001), 'A Global Look at Psychological	
		Barriers to Women's Progress in Management', Journal of Social	
		Issues, 57 (4), 675-88	37
	4.	Mina Westman, Dalia Etzion, Etty Gattenio (2008), 'International	
		Business Travels and the Work-Family Interface: A Longitudinal	
		Study', Journal of Occupational and Organizational Psychology,	- 1
	~	81,459-80	51
	5.	Doris Weichselbaumer and Rudolf Winter-Ebmer (2005), 'A Meta-	
		Analysis of the International Gender Wage Gap', <i>Journal of</i>	72
		Economic Surveys, 19 (3), 479-511	73
PART II	THI	E GLASS CEILING	
	6.	David A. Cotter, Joan M. Hermsen, Seth Ovadia and Reeve	
		Vanneman (2001), 'The Glass Ceiling Effect', Social Forces, 80 (2),	
		December, 655-81	109
	7.	Terry C. Blum, Dail L. Fields and Jodi S. Goodman (1994),	
		'Organization-Level Determinants of Women in Management',	
		Academy of Management Journal, 37 (2), April, 241-68	136
	8.	Adelina Broadbridge (1998), 'Barriers in the Career Progression of	
		Retail Managers', International Review of Retail, Distribution and	
		Consumer Research, 8(1), January, 53-78	164
	9.	Phyllis Tharenou, Shane Latimer and Denise Conroy (1994), 'How	
		Do You Make it to the Top? An Examination of Influences on	
		Women's and Men's Managerial Advancement', Academy of	
		Management Journal, 37 (4), August, 899-931	190

	10.11.	Gary N. Powell and D. Anthony Butterfield (1994), 'Investigating the "Glass Ceiling" Phenomenon: An Empirical Study of Actual Promotions to Top Management', <i>Academy of Management Journal</i> , 37(1), February, 68-86 Savita Kumra and Susan Vinnicombe (2008), 'A Study of the Promotion to Partner Process in a Professional Services Firm: How Women are Disadvantaged', <i>British Journal of Management</i> , 19, S65-S74	223
PART III	THE	E BODY AND MANAGEMENT	
	12.	Joan Acker (1990), 'Hierarchies, Jobs, Bodies: A Theory of Gendered Organizations', <i>Gender and Society</i> , 4 (2), June, 139-58	255
	13.	Joanna Brewis, Mark P. Hampton and Stephen Linstead (1997), 'Unpacking Priscilla: Subjectivity and Identity in the Organization	
	14.	of Gendered Appearance', <i>Human Relations</i> , 50 (10), 1275-304 Jennifer Cunningham and Therese Macan (2007), 'Effects of	275
		Applicant Pregnancy on Hiring Decisions and Interview Ratings', <i>Sex Roles</i> , 57, 497-508	305
	15.	Gavin Dick and Beverley Metcalfe (2007), 'The Progress of Female Police Officers?: An Empirical Analysis of Organisational Commitment and Tenure Explanations in Two UK Police Forces',	
	16	International Journal of Public Sector Management, 20 (2), 81-100	317
	16.	Caroline Gatrell (2007), 'A Fractional Commitment? Part-time Work and the Maternal Body', <i>International Journal of Human Resource Management</i> , 18 (3), March, 462-75	337
	17.	Kathryn Haynes (2008), '(Re)figuring Accounting and Maternal Bodies: The Gendered Embodiment of Accounting Professionals',	251
	18.	Accounting, Organizations and Society, 33, 328^-8 Elaine Swan (2005), 'On Bodies, Rhinestones, and Pleasures: Women Teaching Managers', Management Learning, 36 (3),	351
		317-33	372
PART IV	GE	NDER AND DIVERSITY	
	19.	Jennifer A. Chatman and Charles A. O'Reilly (2004), 'Asymmetric Reactions to Work Group Sex Diversity Among Men and Women', <i>Academy of Management Journal</i> , 47 (2), 193-208	391
	20.	Alice H. Eagly, Mary C. Johannesen-Schmidt and Marloes L. van Engen (2003), 'Transformational, Transactional, and Laissez-Faire	371
		Leadership Styles: A Meta-Analysis Comparing Women and Men', - <i>Psychological Bulletin</i> , 129 (4), 569-91	407
	21.	Ella L.J. Edmondson Bell, Debra Meyerson, Stella Nkomo and Maureen Scully (2003), 'Interpreting Silence and Voice in the Workplace: A Conversation About Tempered Radicalism Among Black and White Women Researchers', <i>Journal of Applied</i>	
		Behavioral Science, 39 (4), December, 381^14	430

Women and Management II

22.	Robin Ely and Irene Padavic (2007), 'A Feminist Analysis of				
	Organizational Research on Sex Differences', Academy of				
	Management Review, 32 (4), 1121-43	464			
23.	Sandra L. Fielden and Marilyn J. Davidson (2001), 'Stress and				
	Gender in Unemployed Female and Male Managers', Applied				
	Psychology: An International Review, 50 (2), 305-34	487			
24.	Susan Gill and Marilyn J. Davidson (2001) 'Problems and				
	Pressures Facing Lone Mothers in Management and Professional				
	Occupations - A Pilot Study', Women in Management Review,				
	16(8), 383-99	517			
25.	Deborah Kerfoot and David Knights (1993), 'Management,				
	Masculinity and Manipulation: From Paternalism to Corporate				
	Strategy in Financial Services in Britain', Journal of Management				
	Studies, 30 (4), July, 659-77	534			
26.	Joel Lefkowitz (1994), 'Sex-Related Differences in Job Attitudes				
	and Dispositional Variables: Now You See Them,', Academy of				
	Management Journal, 37 (2), April, 323^19	553			
27.	Barbara F. Reskin and Debra Branch McBrier (2000), 'Why Not				
	Ascription? Organizations' Employment of Male and Female				
	Managers', American Sociological Review, 65 (2), April, 210-33	580			
28.	Linda K. Stroh, Jeanne M. Brett and Anne H. Reilly (1992), 'All				
	The Right Stuff: A Comparison of Female and Male Managers'				
	Career Progression', Journal of Applied Psychology, 11 (3), 251-60	604			
29.	Angela M. Young and David Hurlic (2007) 'Gender Enactment at				
	Work: The Importance of Gender and Gender-Related Behavior to				
	Person-Organizational Fit and Career Decisions', Journal of				
	Managerial Psychology, 22 (2), 168-87	614			