

1. Record Nr.	UNINA9910778637903321
Autore	Fletcher Joyce K
Titolo	Disappearing Acts : Gender, Power and Relational Practice at Work
Pubbl/distr/stampa	Cambridge, : MIT Press, 2015
ISBN	0-262-27282-2 0-585-07819-X
Descrizione fisica	1 online resource (180 p.)
Disciplina	305.4362
Soggetti	Women engineers Corporate culture Women engineers - Psychology Sex role in the work environment Organizational behavior
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Bibliographic Level Mode of Issuance: Monograph
Nota di bibliografia	Includes bibliographical references (p. [151]-158) and index.
Sommario/riassunto	Joyce Fletcher's research shows that emotional intelligence and relational behavior are often viewed as inappropriate because they collide with powerful, gender-linked images. This study of female design engineers has profound implications for attempts to change organizational culture. Joyce Fletcher's research shows that emotional intelligence and relational behavior are often viewed as inappropriate because they collide with powerful, gender-linked images. Fletcher describes how organizations say they need such behavior and yet ignore it, thus undermining the possibility of radical change. She shows why the "female advantage" does not seem to benefit women employees or organizations. She offers ways that individuals and organizations can make visible the invisible work.