

Short Essay 4 instructions

Questions for short essay 3

Word count max: 1000 words. Deadline: **Monday 4.10 18.00.**

- **Based on at least one of the following readings:**
- Willmott, Hugh (1993) 'Strength Is Ignorance; Slavery Is Freedom: Managing Culture in Modern Organizations', *Journal of Management Studies* 30(4), 515–552.
- Ackroyd, Stephen and Crowdy, Philip A. (1990) 'Can Culture be Managed? Working with "Raw" Material: The Case of the English Slaughtermen', *Personnel Review* 19(5), 3–13.
- Fleming, Peter and Spicer, André (2003) 'Working at a cynical distance: Implications for power, subjectivity and resistance', *Organization* 10(1), 157–179.

Discuss the extent to which you agree with one of the following statements:

- “Organizational culture can be managed.”
- “Organizational culture encourages freedom in the workplace.”
- “If a culture is strong, resistance to managerial control is futile.”
- “Organizational culture, by its very nature, makes organizations operate like cults.”