

References

Chapter 1

- Adler, P.S., 2002, 'Critical in the name of whom and what?', *Organization* 9(3), 387–395. <http://dx.doi.org/10.1177/135050840293003>.
- Adler, P.S., Forbes, L.C. & Willmott, H., 2007, 'Critical management studies', *The Academy of Management Annals* 1(1), 119–179.
- Adu Boahen, A., 1985, *General history of Africa*, vol. VII, University of California Press, London.
- Alvesson, M., Bridgman, T. & Willmott, H., 2009, *The Oxford handbook of critical management studies*, Oxford University Press, London.
- Alvesson, M. & Deetz, S., 2000, *Doing critical management research*, Sage, London.
- Alvesson, M. & Deetz, S., 2006, 'Critical theory and postmodernism approaches to organisational studies', in S.R. Clegg, C. Hardy, T.B. Lawrence & W.R. Nord (eds.), pp. 255–283, *The Sage handbook of organisational studies*, Sage, London.
- Alvesson, M. & Willmott, H., 2012, *Making sense of management: A critical introduction*, Sage, London.
- Anonymous, 2008, 'Between staying and going: Violent crime and political turmoil are adding to South Africa's brain drain', *The Economist*, 25 September, viewed 27 August 2015, from <http://www.economist.com/node/12295535>.
- Anthony, P., 1986, *The foundation of management*, Tavistock, London.
- Banerjee, S.B., 1999, 'Whose mine is it anyway? National interest, indigenous Stakeholders and Colonial discourses: The case of the Jabiluka Uranium Mine', paper presented at the Critical Management Studies Conference, Manchester, UK, 14–16th July.
- Barnard, A., 2007, *Anthropology and the Bushman*, Berg, Oxford.
- Booyens, L., 2007, 'Barriers to employment equity implementation and retention of blacks in management in South Africa', *South African Journal of Labour Relations* 31(1), 47–71.
- Booyens, L. & Nkomo, S.M., 2006, 'Think manager – Think (fe)male: A South African perspective', *International Journal of Interdisciplinary Social Sciences* 2006(1), 23–33.
- Christie, P., Lessen, R. & Mbigi, L., 1994, *African management: Philosophies, concepts and applications*, Knowledge Resources, Randburg.
- Cimil, S. & Hodgson, D., 2006, 'New possibilities for project management theory: A critical engagement', *Project Management Journal* 37(3), 111–122.
- Clegg, S., Dany, F. & Grey, C., 2011, 'Introduction to the special issue critical management studies and managerial education: New contexts? New Agenda?', *M@n@gement* 14(5), 271–279.
- Clegg, S. & Dunkerley, D., 1977, *Critical issues in organizations*, Routledge, London.
- Comaroff, J., 1998, 'Reflections on the colonial state, in South Africa and elsewhere: Factions, fragments, facts and fictions', *Social Identities* 4(3), 301–361.
- Cooke, B., 2003, 'A new continuity with colonial administration: Participation in management development', *Third World Quarterly* 24(1), 47–61. <http://dx.doi.org/10.1080/713701371>.
- Deetz, S., 1995, *Transforming communication, transforming business: Building responsive and responsible workplaces*, Hampton Press, Cresskill.

References

- Du Toit, A., Kruger, S. & Ponte, S., 2008, 'Deracializing exploitation? Black economic empowerment in the South African wine industry', *Journal of Agrarian Change* 8(1), 6–32. <http://dx.doi.org/10.1111/j.1471-0366.2007.00161.x>.
- Dyer, S., Humphries, M., Fitzgibbons, D. & Hurd, F., 2014, *Understanding management critically*, Sage, London.
- Ellis, S. & Sechaba, T., 1992, *Comrades against apartheid: The ANC & the South African Communist Party in exile*, Indiana University Press, Bloomington, IL.
- Eybers, G.W., 1918, *Select constitutional documents illustrating South African history, 1795–1910*, Routledge, London.
- Fournier, V. & Grey, C., 2000, 'At the critical moment: Conditions and prospects for critical management studies', *Human Relations* 53(1), 7–32.
- Goldman, G.A., 2013, 'On the development of uniquely African management theory', *Indilinga African Journal of Indigenous Knowledge Systems* 12(2), 217–230.
- Goldman, G.A., Nienaber, H. & Pretorius, M., 2015, 'The essence of the contemporary business organisation: A critical reflection', *Journal of Global Business and Technology* 12(2), 1–13.
- Grey, C., 2004, 'Reinventing Business Schools: The contribution of critical management education', *Academy of Management Learning and Education* 3(2), 178–186. <http://dx.doi.org/10.5465/AMLE.2004.13500519>.
- Grey, C. & Willmott, H., 2005, *Critical management studies: A reader*, Oxford University Press, Oxford.
- Harding, N., 2003, *The social construction of management*, Routledge, London.
- Higgs, P., 2012, 'African philosophy and decolonisation of education in Africa: Some critical reflections', *Educational Philosophy and Theory* 44(2), 38–55.
- Hunt, J. & Campbell, H., 2005, *Dutch South Africa: Early settlers at the Cape, 1652–1708*, Matador, Leicester.
- Jack, G. & Westwood, R., 2006, 'Postcolonialism and the politics of qualitative research in international business', *Management International Review* 46(4), 481–501. <http://dx.doi.org/10.1007/s11575-006-0102-x>.
- Johnson, P. & Duberley, J., 2003, 'Reflexivity in management research', *Journal of Management Studies* 40(5), 1279–1303. <http://dx.doi.org/10.1111/1467-6486.00380>.
- Joy, S., 2013, 'Cross-cultural teaching in Globalized Management Classrooms: Time to move from functionalist to postcolonial approaches?', *Academy of Management Learning and Education* 12(3), 396–413.
- Kandiyoti, D., 2002, 'Postcolonialism compared: Potentials and limitations in the Middle East and Central Asia', *International Journal of Middle East Studies* 34, 279–297.
- Kayira, J., 2015, '(Re)creating spaces for Umunthu: Postcolonial theory and environmental education in South Africa', *Environmental Education Research* 21(1), 106–128. <http://dx.doi.org/10.1080/13504622.2013.860428>.
- Knight, R., 1990, 'Sanctions, disinvestment and US Corporations in South Africa', in R.E. Edgar (ed.), *Sanctioning Apartheid*, pp. 67–87, Africa World Press, Trenton, NJ.
- Knights, D. & Murray, E., 1994, *Managers divided: Organisation politics and information technology management*, John Wiley, Chichester.
- Learmonth, M., 2007, 'Critical management education in action: Personal tales of management unlearning', *Academy of Management Learning & Education* 6(1), 109–113.
- Mani, L., 1989, 'Multiple meditations: Feminist scholarship in the age of multinational Reception', *Inscriptions* 5(1), 1–23.
- Mbembe, A.J., 2016, 'Decolonizing the university: New directions', *Arts & Humanities in Higher Education* 15(1), 29–45. <http://dx.doi.org/10.1177/1474022215618513>.
- McClintock, A., 1992, 'The Angel of Progress: Pitfalls of the term "postcolonialism"', *Social Text* 31/32, 84–98. <http://dx.doi.org/10.2307/466219>.

- McEwan, C., 2003, 'Material geographies and postcolonialism', *Singapore Journal of Tropical Geography* 24(3), 340–355.
- McKinnon, K.I., 2006, 'An orthodoxy of "the local": Postcolonialism, participation and professionalism in northern Thailand', *The Geographical Journal* 172(1), 22–34. <http://dx.doi.org/10.1111/j.1475-4959.2006.00182.x>.
- Mellars, P., 2007, *Rethinking the human revolution: New behavioural and biological perspectives on the origin and dispersal of modern humans*, David Brown & Co, Cambridge.
- Meredith, M., 1988, *In the name of Apartheid*, Hamish Hamilton, London.
- Meredith, M., 2007, *Diamonds, gold and war: The making of South Africa*, Simon & Schuster, London.
- Muecke, S., 1992, *Textual spaces: Aboriginality and cultural studies*, University of New South Wales Press, Sydney.
- Nkomo, S.M., 2015, 'Challenges for management and business education in a "Developmental" State: The case of South Africa', *Academy of Management Learning and Education* 14(2), 242–258. <http://dx.doi.org/10.5465/amle.2014.0323>.
- Parker, M., 2002, *Against management*, Polity, Cambridge.
- Peter, J., 2007, *The making of a nation: South Africa's road to freedom*, Zebra Press, Cape Town.
- Prakash, G., 1992, 'Postcolonial criticism and Indian historiography', *Social Text* 31/32, 8–19. <http://dx.doi.org/10.2307/466216>.
- Prozesky, M. & De Gruchy, J., 1995, *Living faiths in South Africa*, New Africa Books, Cape Town.
- Radhakrishnan, R., 1993, 'Postcoloniality and the boundaries of identity', *Callaloo* 16(4), 750–771. <http://dx.doi.org/10.2307/2932208>.
- Ransford, O., 1972, *The Great Trek*, John Murray, London.
- Said, E.W., 1986, 'Intellectuals in the postcolonial world', *Salmagundi* 70/71(Spring/Summer), 44–64.
- Shillington, K., 2005, *History of Africa*, St. Martin's Press, New York.
- Shohat, E., 1992, 'Notes on the "postcolonial"', *Social Text* 31/32, 99–113. <http://dx.doi.org/10.2307/466220>.
- Spicer, A., Alvesson, M. & Kärreman, D., 2009, 'Critical performativity: The unfinished business of critical management studies', *Human Relations* 62(4), 537–560.
- Stewart, M., 2009, *The management myth: Debunking the modern philosophy of business*, WW Norton, New York.
- Sulkowski, L., 2013, *Epistemology of management*, Peter Lang, Frankfurt-am-Main.
- Thomas, A. & Bendixen, M., 2000, 'The management implications of ethnicity in South Africa', *Journal of International Business Studies* 31(3), 507–519. <http://dx.doi.org/10.3726/978-3-653-02219-3>.
- Thompson, L., 1960, *The unification of South Africa 1902–1910*, Oxford University Press, Oxford.
- Van Der Heuvel, H., 2008, "'Hidden messages" emerging from Afrocentric management perspectives', *Acta Commercii* 8, 41–54. <http://dx.doi.org/10.3726/10.4102/ac.v8i1.62>.
- Welsh, F., 1998, *A history of South Africa*, Harper-Collins, London.
- Westwood, R.I., 2001, 'Appropriating the other in the discourses of comparative management', in R.I. Westwood & S. Linstead (eds.), *The language of organization*, pp. 241–282, Sage, London.
- Westwood, R.I., 2005, 'International business and management studies as an orientalist discourse: A postcolonial critique', *Critical Perspectives on International Business* 2(2), 91–113.
- Westwood, R.I. & Jack, G., 2007, 'Manifesto for a postcolonial international business and management studies: A provocation', *Critical Perspectives on International Business* 3(3), 246–265.
- Williams, L., Roberts, R. & McIntosh, A., 2012, *Radical human ecology: Intercultural and indigenous approaches*, Ashgate, Surrey.
- #FeesMustFall, 2015, *Wits FeesMustFall Manifesto*, viewed 05 March 2016, from <http://www.feesmustfall.joburg/manifestoss>.

Chapter 2

- Adler, K., 2016, 'EU Brexit referendum: Preparations for UK "divorce" to begin', *BBC News*, 25 June, viewed 25 June 2016, from <http://www.bbc.com>.
- Alvesson, M., Bridgman, T. & Wilmot, H. (eds.), 2009, *The Oxford handbook of critical management studies*, Oxford University Press, Oxford.
- Alvesson, M. & Wilmot, H., 2012, *Making sense of management*, 2nd edn., Sage, London.
- Ariely, D., 2008, *Predictably irrational: The hidden forces that shape our decisions*, Harper Collins, New York.
- Aristotle, 1984, *The complete works of Aristotle. The revised Oxford translation*, vols. 1&2, J. Barnes (ed.), Princeton University Press, Princeton, NJ.
- Collins Dictionary, 2016, viewed 20 June 2016, from <http://www.collinsdictionary.com>.
- Cooper, J., 2012, *Pursuits of wisdom. Six ways of live in ancient philosophy from Socrates to Plotinus*, Princeton University Press, Princeton, NJ.
- Eikeland, O., 2008, *The ways of Aristotle. Aristotelian phronesis, Aristotelian philosophy of dialogue, and action research*, Peter Lang, Bern.
- Farage, N., 2016, 'Jubilant Farage: This is our "Independence Day"', *Sky News*, 24 June, viewed 24 June 2016, from <http://www.news.sky.com>.
- Gibran, K., 1974, *A treasury of Kahlil Gibran*, William Heinemann Ltd, London.
- Global Footprint Network, 2016, *Earth Overshoot Day*, viewed 20 June 2015, from <http://www.footprintnetwork.org>.
- Hadot, P., 1995, *Philosophy as a way of life: Spiritual exercises from Socrates to Foucault*, transl. M. Case, Blackwell Publishing, Oxford.
- Keat, R., 1980, 'The critique of positivism', paper presented at the British Sociological Association, University of Lancaster.
- Marcuse, H., 1964, *One-dimensional man: Studies in the ideology of advanced industrial society*, 2nd edn., Routledge Classics, London.
- Marx, C., 1867, *Das Kapital*, Synergy International, Iowa.
- MBA Oath, 2009, *MBA oath – legacy version*, viewed 09 April 2015, from <http://www.mbaoath.org/mba-oath-legacy-version>.
- McDonnel, D., 2015, 'Labour Party Conference: 2015. John McDonnel Speech', *BBC News*, viewed 28 September 2015, from <http://www.bbc.com>.
- McKinsey Global Report, 2015, *Global debt and not much deleveraging*, viewed 16 March 2015, from http://www.mckinsey.com/insights/economic_studies/debt_and_not_much_deleveraging.
- National League of Cities, 2013, *The Athenian Oath*, viewed 09 April 2015, from <http://www.nls.org/build-skills-and-network/resources/cities-101/>.
- Plato, 1997, *Symposium and the death of Socrates*, transl. T. Griffith, Wordsworth Classics of World Literature, London.
- Pope Francis, 2013, "'Not to share wealth with poor is to steal": Pope slams capitalism as "new tyranny"', *RT News*, viewed 10 July 2015, from <http://www.rt.com>.
- Roberson, J., 2016, *Tragic truth behind indigenisation policy*, Commercial Farmers Union of Zimbabwe, viewed 27 June 2016, from <http://www.cfuzim.org>.
- Russell, B., 1950, *Unpopular essays*, George Allen and Unwin, London.
- Seabiscuit* [Motion picture], 2003, Universal Pictures, Hollywood.

- Singer, P., 1983, *Hegel: A very short introduction*, Oxford University Press, E-book, viewed n.d., from <http://www.oup.uk/general/vsi/>.
- Smith, A., 1758, *An inquiry into the nature and causes of the Wealth of Nations*, Project Gutenberg, E-book, viewed n.d., from <http://www.gutenberg.org>.
- Sokal, A. & Brickmont, J., 1996, *Fashionable non-sense. Postmodern intellectuals' abuse of science*, Picador, E-book, viewed n.d., from <http://www.us.macmillanusa.com>
- Star Trek: First Contact* [Motion picture], 1996, Paramount Pictures, Hollywood.
- Tabelo, T., 2016, 'Choose between mining and bloodshed', *Mail & Guardian*, n.d., viewed 26 June 2016, from n.p.
- Taleb, N.N., 2007, *The black Swan. The impact of the highly improbable*, Random House, New York.
- Taleb, N.N., 2013, *How to live in a world we don't understand* [Video], viewed 09 February 2015, from http://www.youtube.com/watch?v=MMBclvY_EMA.
- Taylor, C., 1975, *Hegel*, Cambridge University Press, New York.
- The Matrix* [Motion picture], 1999, Warner Bros, Hollywood.
- Van der Linde, T.N., 2015, 'Management – in search of a Copernican revolution', in *Conference Proceedings of the 27th Conference Held in Cape Town*, conducted by SAIMS, 30 August – 01 September 2015, Cape Town.
- Varoufakis, Y., 2015, 'Greece debt crisis Finance Minister Varoufakis Resigns', *BBC News*, viewed 06 July 2015, from <http://www.bbc.co>.
- Wall, T.F., 2005, *On human nature. An introduction to philosophy*, Thomson Wadsworth, Belmont.
- Wicks, R., 2015, Arthur Schopenhauer. *The Stanford Encyclopedia of Philosophy*, viewed 05 August 2016, from plato.stanford.edu.
- Žižek, S., 2008, *The sublime object of ideology*, Verso, London.
- Žižek, S., 2009, *In defense of lost causes*, Verso, London.
- Žižek, S., 2011, *Living in the end times*, Verso, London.

Chapter 3

- Adams, S.A., 2011, 'Sourcing the crowd for health services improvement: The reflexive patient and "share-your-experience" websites', *Social Science & Medicine* 72(7), 1069–1076. <http://dx.doi.org/10.1016/j.socscimed.2011.02.001>.
- Alexander, D.E., 2014, 'Social media in disaster risk reduction and crisis management', *Science and Engineering Ethics* 20(3), 717–733. <http://dx.doi.org/10.1007/s11948-013-9502-z>.
- Allio, R., 2004, 'CEO interview: The innoCentive model of open innovation', *Strategy & Leadership* 32(4), 4–9.
- Alvesson, M. & Willmott, H., 1992, 'On the idea of emancipation in management and organization studies', *Academy of Management Review* 17(3), 432–464.
- Alvesson, M. & Willmott, H., 2002, 'Identity regulation as organizational control: Producing the appropriate individual', *Journal of Management Studies* 39(5), 619–644. <http://dx.doi.org/10.1111/1467-6486.00305>.
- Armstrong, A.W., Harskamp, C.T., Cheeney, S. & Schupp, C.W., 2012, 'Crowdsourcing for research data collection in rosacea', *Dermatology Online Journal* 18(3), n.p.
- Aye, Z.C., Sprague, T., Cortes, V.J., Prenger-Berninghoff, K., Jaboyedoff, M. & Derron, M.H., 2016, 'A collaborative (web-GIS) framework based on empirical data collected from three case studies in Europe for risk management of hydro-meteorological hazards', *International Journal of Disaster Risk Reduction* 15, 10–23. <http://dx.doi.org/10.1016/j.ijdrr.2015.12.001>.

References

- Bianchi, L., Dorigo, M., Gambardella, L.M. & Gutjahr, W.J., 2009, 'A survey on metaheuristics for stochastic combinatorial optimization', *Natural Computing: An International Journal* 8(2), 239–287. <http://dx.doi.org/10.1007/s11047-008-9098-4>.
- Blum, C. & Roli, A., 2003, 'Metaheuristics in combinatorial optimization: Overview and conceptual comparison', *ACM Computing Surveys* 35(3), 268–308. <http://dx.doi.org/10.1145/937503.937505>.
- Bonabeau, E. & Theraulaz, G., 2000, 'Swarm Smarts', *Scientific American* 282(3), 72–79. <http://dx.doi.org/10.1038/scientificamerican0300-72>.
- Bonney, R., Cooper, C.B., Dickinson, J., Kelling, S., Phillips, T., Rosenberg, K.V. *et al.*, 2009, 'Citizen science: A developing tool for expanding science knowledge and scientific literacy', *BioScience* 59(11), 977–984. <http://dx.doi.org/10.1525/bio.2009.59.11.9>.
- Bradshaw-Camball, P. & Murray, V., 1991, 'Illusions and other games: A trifocal view of organizational politics', *Organization Science* 2(3), 379–398. <http://dx.doi.org/10.1287/orsc.2.4.379>.
- Burrell, G. & Morgan, G., 1979, *Sociological paradigms and organisational analysis*, Heinemann, London.
- Callaghan, C.W., 2014, 'Solving Ebola, HIV, antibiotic resistance and other challenges: The new paradigm of probabilistic innovation', *American Journal of Health Sciences* 5(2), 165–178. <http://dx.doi.org/10.19030/ajhs.v5i2.8972>.
- Callaghan, C.W., 2015, 'Crowdsourced "R&D" and medical research', *British Medical Bulletin* 115(1), 67–76. <http://dx.doi.org/10.1093/bmb/ldv035>.
- Callaghan, C.W., 2016a, 'Capital-centric versus knowledge-centric paradigms of human resource management: A historical perspective', *Acta Commercii* 16(1), 1–11. <http://dx.doi.org/10.4102/ac.v16i1.350>.
- Callaghan, C.W., 2016b, 'Disaster management, crowdsourced R&D and probabilistic innovation theory: Toward real time disaster response capability', *International Journal of Disaster Risk Reduction* 17, 238–250. <http://dx.doi.org/10.1016/j.ijdr.2016.05.004>.
- Callaghan, C.W., 2016c, 'Knowledge management and problem solving in real time: Swarm intelligence', *Interdisciplinary Journal of Information, Knowledge, and Management* 11, 177–199.
- Campbell, D.T. & Fiske, D.W., 1959, 'Convergent and discriminant validation by the multitrait-multimethod matrix', *Psychological Bulletin* 56(2), 81–105. <http://dx.doi.org/10.1037/h0046016>.
- Carlile, P.R., 2004, 'Transferring, translating, and transforming: An integrative framework for managing knowledge across boundaries', *Organization Science* 15(5), 555–568. <http://dx.doi.org/10.1287/orsc.1040.0094>.
- Coetzee, C., Van Niekerk, C.D. & Raju, E., 2016, 'Disaster resilience and complex adaptive systems theory: Finding common grounds for risk reduction', *Disaster Prevention Management* 25(2), 196–211.
- Davies, N., 2015, 'Disaster response gets boost from AI, crowdsourced data', Extreme Tech, viewed 14 March 2016, from <http://www.extremetech.com/extreme/208180-crowdsourcing-data-for-humanitarian-disaster-response>.
- Dorigo, M., 1993, 'Genetic and non-genetic operators in ALECSYS', *Evolutionary Computation* 1(2), 151–164. <http://dx.doi.org/10.1162/evco.1993.1.2.151>.
- Fama, E., 1995, 'Random walks in stock market prices', *Financial Analysis Journal* 76(1), 75–80. <http://dx.doi.org/10.2469/faj.v51.n1.1861>.
- Fama, E., 1970, 'Efficient capital markets: A review of theory and empirical work', *The Journal of Finance* 25(2), 383–417. <http://dx.doi.org/10.2307/2325486>.
- Farmer, J.D., Packard, N.H. & Perelson, A.S., 1986, 'The immune system, adaptation, and machine learning', *Physica D: Nonlinear Phenomena* 22(1), 187–204. [http://dx.doi.org/10.1016/0167-2789\(86\)90240-X](http://dx.doi.org/10.1016/0167-2789(86)90240-X).
- Feenberg, A., 1991, *Critical theory of technology*, Oxford University Press, New York.

- Feenberg, A., 2005, 'Critical theory of technology: An overview', *Tailoring Biotechnologies* 1(1), 47–64.
- Feenberg, A., 2009, 'Critical theory of technology', in J.K.B. Olsen, S.A. Pedersen & V.F. Hendricks (eds.), *A companion to the philosophy of technology*, pp. 146–153, Blackwell, Oxford.
- Fenton, E., Chillag, K. & Michael, N.L., 2015, 'Ethics preparedness for public health emergencies: Recommendations from the Presidential Bioethics Commission', *The American Journal of Bioethics* 15(7), 77–79. <http://dx.doi.org/10.1080/15265161.2015.1054162>.
- Foucault, M., 1982, 'The subject and power', *Critical Inquiry* 8(4), 777–795. <http://dx.doi.org/10.1086/448181>.
- Funtowicz, S.O. & Ravetz, J.R., 1994, 'Uncertainty, complexity and post-normal science', *Environmental Toxicity and Chemistry* 13(12), 1881–1885. <http://dx.doi.org/10.1002/etc.5620131203>.
- Garnier, S., Gautrais, J. & Theraulaz, G., 2007, 'The biological principles of swarm intelligence', *Swarm Intelligence* 1(1), 3–31. <http://dx.doi.org/10.1007/s11721-007-0004-y>.
- Grimes, A.J. & Rood, D.L., 1995, 'Beyond objectivism and relativism: Descriptive epistemologies', in J.P. Jones III, W. Natter & T.R. Schatzki (eds.), *Objectivity and its other*, pp. 161–178, Guilford, New York.
- Hassard, J., 1991, 'Multiple paradigms and organizational analysis. A case study', *Organization Studies* 12(2), 275–299. <http://dx.doi.org/10.1177/017084069101200206>.
- Hayek, F.A., 1945, 'The use of knowledge in society', *The American Economic Review* 35(4), 519–530.
- Kennedy, J., 1999, 'Minds and cultures: Particle Swarm implications for beings in Sociocognitive Space', *Adaptive Behavior* 7(3/4), 269–288. <http://dx.doi.org/10.1177/105971239900700304>.
- Kennedy, J., Eberhart, R.C. & Shi, Y., 2001, *Swarm intelligence*, Morgan Kaufmann, Burlington.
- Kimmelman, J., 2008, 'The ethics of human gene transfer', *Nature Reviews Genetics* 9(3), 239–244. <http://dx.doi.org/10.1038/nrg2317>.
- Krishnanand, K.N. & Ghose, D., 2005, 'Detection of multiple source locations using a glowworm metaphor with applications to collective robotics', in *2005 IEEE Swarm Intelligence Symposium Proceedings*, June, pp. 84–91, n.p.
- Kuhn, T.S., 1962, *The structure of scientific revolutions*, University of Chicago Press, Chicago, IL.
- Latour, B., 2000, 'When things strike back: A possible contribution of "science studies" to the social sciences', *British Journal of Sociology* 51(1), 107–123. <http://dx.doi.org/10.1080/000713100358453>.
- Le Bon, G., 1896, 'The crowd: A study of the popular mind', viewed 28 September 2014, from <http://www.gutenberg.org/cache/epub/445/pg445.html>.
- Lewis, M.W. & Grimes, A.J., 1999, 'Metatriangulation: Building theory from multiple paradigms', *Academy of Management Review* 24(4), 672–690.
- Malthus, T.R., 1798, 'An essay on the principle of population', in *Library of economics and liberty*, viewed 16 February 2004, from <http://www.econlib.org/library/Malthus/malPop1.html>.
- Rosenberg, L.B., 2015, 'Human Swarms, a real-time method for collective intelligence', in *Proceedings of the European Conference on Artificial Life*, pp. 658–659, MIT Press, York, United Kingdom, 20–24th July.
- Schultz, M. & Hatch, M.J., 1996, 'Living within multiple paradigms: The case of paradigm interplay in organizational culture studies', *Academy of Management Review* 21(2), 529–557.
- Steffy, B.D. & Grimes, A.J., 1986, 'A critical theory of organization science', *Academy of Management Review* 11(2), 322–336.
- Storn, R. & Price, K., 1997, 'Differential evolution – A simple and efficient heuristic for global optimization over continuous spaces', *Journal of Global Optimization* 11(4), 341–359. <http://dx.doi.org/10.1023/A:1008202821328>.
- Surowiecki, J., 2004, *The wisdom of crowds*, Little, Brown and Company, London.
- Vayena, E. & Tasioulas, J., 2013, 'The ethics of participant-led biomedical research', *Nature Biotechnology* 31, 786–787.

References

- Von Hippel, E., 1994, "Sticky information" and the locus of problem solving: Implications for innovation', *Management Science* 40(4), 429–439. <http://dx.doi.org/10.1287/mnsc.40.4.429>.
- Weaver, G.R. & Gioia, D.A., 1994, 'Paradigms lost: Incommensurability vs. structurationist inquiry', *Organization Studies* 15(4), 565–590. <http://dx.doi.org/10.1177/017084069401500404>.
- Willmott, H., 1993a, 'Strength is ignorance; Slavery is freedom: Managing culture in modern organizations', *Journal of Management Studies* 30(4), 515–552. <http://dx.doi.org/10.1111/j.1467-6486.1993.tb00315.x>.
- Willmott, H., 1993b, 'Breaking the paradigm mentality', *Organization Studies* 14(5), 681–719. <http://dx.doi.org/10.1177/017084069301400504>.
- Yang, X.S., 2010, 'A new metaheuristic bat-inspired algorithm', in J.R. Gonzales, D.A. Pelta, C. Cruz, G. Terrazas & N. Krasnogor (eds.), *Nature inspired cooperative strategies for optimization (NICSO 2010)*, pp. 65–74, Springer, Berlin.
- Ybema, S., 1996, 'A duck-billed platypus in the theory and analysis of organizations: Combinations of consensus and dissensus', in W. Koot, I. Sabelis & S. Ybema (eds.), *Contradictions in context*, pp. 39–61, Vrije Universiteit, Amsterdam.
- Yesodha, R. & Amudha, T., 2012, 'A comparative study on heuristic procedures to solve bin packing problems', *International Journal in Foundations of Computer Science & Technology* 2(6), 37–49. <http://dx.doi.org/10.5121/ijfcs.2012.2603>.

Chapter 4

- Ahluwalia, P., 2001, *Politics and postcolonial theory: African inflections*, Routledge, New York.
- Akinola, M. & Mendes, W.B., 2008, 'The dark side of creativity: Biological vulnerability and negative emotions lead to greater artistic creativity', *Personality and Social Psychology Bulletin* 34 (12), 1677–1686. <http://dx.doi.org/10.1177/0146167208323933>.
- Alcadipani, R., Khan, F.R., Gantman, E. & Nkomo, S., 2012, 'Southern voices in management and organization knowledge', *Organization* 19(2), 131–143. <http://dx.doi.org/10.1177/1350508411431910>.
- Alexander, P., 2012, *Marikana: A view from the mountain and a case to answer*, Jacana Media, Pretoria.
- Alvesson, M. & Sandberg, J., 2013, 'Has management studies lost its way? Ideas for more imaginative and innovative research', *Journal of Management Studies* 50(1), 128–152. <http://dx.doi.org/10.1111/j.1467-6486.2012.01070.x>.
- Appiah, K.A., 1993, *In my father's house: Africa in the philosophy of culture*, OUP, New York.
- Ashforth, B.E. & Humphrey, R.H., 1993, 'Emotional labor in service roles: The influence of identity', *Academy of Management Review* 18(1), 88–115.
- Banerjee, S.B. & Linstead, S., 2004, 'Masking subversion: Neocolonial embeddedness in anthropological accounts of indigenous management', *Human Relations* 57(2), 221–247. <http://dx.doi.org/10.1177/0018726704042928>.
- Banerjee, S.B., 2011, 'Voices of the governed: Towards a theory of the translocal', *Organization* 18(3), 323–344. <http://dx.doi.org/10.1177/1350508411398729>.
- 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.
- Bhabha, H.K., 1994, *The location of culture*, Routledge, London.
- Bonnin, D. & Ruggunan, S., 2014, 'Globalising patterns of professionalisation and new groups in South Africa', in XVIII ISA World Congress of Sociology, pp. 300–301, Isaconf, Yokohama, Japan, 13–19th July.

- Bonnin, D., 2013, 'Race and gender in the making and remaking of the labour market for South African textile designers', paper presented to the British Sociological Association Work, Employment and Society Conference, pp. 180–183, University of Warwick, 03–05th September.
- Brown, B., 2012b, *Daring greatly: How the courage to be vulnerable transforms the way we live, love, parent, and lead*, Penguin, London.
- Brown, C.B., 2012a, *The power of vulnerability*, Sounds True, Audio Recording
- Bruce, C. 2009, 'Do Industrial/Organisational Psychology journal articles reflect a managerial bias within research and practice?', MSocSci Thesis, University of KwaZulu-Natal, Durban, KwaZulu-Natal.
- Bruce, K. & Nyland, C., 2011, 'Elton Mayo and the deification of human relations', *Organization Studies* 32(3), 383–405. <http://dx.doi.org/10.1177/0170840610397478>.
- Burawoy, M., 2005, '2004 American Sociological Association presidential address: For public sociology', *The British Journal of Sociology* 56(2), 259–294.
- Butler-Adam, J., 2016, 'What really matters for students in South African higher education?' *South African Journal of Science* 112(3/4), 1–2.
- Chiapello, E. & Fairclough, N., 2002, 'Understanding the new management ideology: A transdisciplinary contribution from critical discourse analysis and new sociology of capitalism', *Discourse & Society* 13(2), 185–208.
- Cooke, B., 2003, 'The denial of slavery in management studies', *Journal of Management Studies* 40(8), 1895–1918. <http://dx.doi.org/10.1046/j.1467-6486.2003.00405.x>.
- Costea, B., Crump, N. & Amiridis, K., 2007, 'Managerialism and "infinite human resourcefulness": A commentary on the "therapeutic habitus, derecognition of finitude" and the modern sense of self', *Journal for Cultural Research* 11(3), 245–264. <http://dx.doi.org/10.1080/14797580701763855>.
- Cunliffe, A.L. & Locke, K., 2016, 'Subjectivity, difference and method', *Qualitative Research in Organizations and Management: An International Journal* 11(2), 90–92. <http://dx.doi.org/10.1108/QROM-04-2016-1374>.
- Dehler, G.E. & Welsh, M.A. (forthcoming 2016), 'A view through an American lens: Galumphing with critical management studies', in C. Grey, I. Huault, V. Perret & L. Taskin (eds.), *Critical Management Studies: Global Voices, Local Accents*, Routledge, London.
- Dehler, G.E., 2009, 'Prospects and possibilities of critical management education: Critical beings and a pedagogy of critical action', *Management Learning Action* 40(1), 31–45. <http://dx.doi.org/10.1177/1350507608099312>.
- Dent, M. & Whitehead, S. (eds.), 2013, *Managing professional identities: Knowledge, performativities and the 'new' professional*, vol. 19, Routledge, New York.
- Dubow, S., 1989, *Racial segregation and the origins of Apartheid in South Africa*, pp. 19–36, Springer, New York.
- Durrheim, K. & Dixon, J., 2005, 'Studying talk and embodied practices: Toward a psychology of materiality of "race relations"', *Journal of Community & Applied Social Psychology* 15(6), 446–460. <http://dx.doi.org/10.1002/casp.839>.
- Fanon, F., 1967, *A dying colonialism*, Grove Press, New York.
- Fenwick, T., 2005, 'Ethical dilemmas of critical management education: Within classrooms and beyond', *Management Learning* 36(1), 31–48. <http://dx.doi.org/10.1177/1350507605049899>.
- Fournier, V. & Grey, C., 2000, 'At the critical moment: Conditions and prospects for critical management studies', *Human Relations* 53(1), 7–32.
- Gantman, E.R., Yousfi, H. & Alcadipani, R., 2015, 'Challenging Anglo-Saxon dominance in management and organizational knowledge', *Revista de Administração de Empresas* 55(2), 126–129. <http://dx.doi.org/10.1590/S0034-759020150202>.
- Govender, P. & Ruggunan, S., 2013, 'An exploratory study into African drumming as an intervention in diversity training', *International Review of the Aesthetics and Sociology of Music* 44(1), 149–168.

References

- Grey, C. & Willmott, H., 2005. *Critical management studies: A reader*, Oxford University Press.
- Grey, C., Huault, I., Perret, V. & Taskin, L., 2016, *Critical management studies: Global voices, local accents*, Routledge, New York.
- Hammett, D. & Hoogendoorn, G., 2012, 'Reflections on the politics and practices of knowledge production beyond the Anglo-American core: An introductory note', *Singapore Journal of Tropical Geography* 33(3), 283–286. <http://dx.doi.org/10.1111/sjtg.12005>.
- Hammond, T. Clayton, B. & Arnold, P. 2012. 'An "unofficial" history of race relations in the South African accounting industry, 1968-2000: Perspectives of South Africa's first black chartered accountants', *Critical Perspectives on Accounting*, 23: 332-350.
- Higgs, P., 2016, *The African Renaissance and the decolonisation of the curriculum. Africanising the curriculum: Indigenous perspectives and theories*, African Sun Media, Pretoria.
- Hooks, B., 2003, *Teaching community: A pedagogy of hope*, Routledge, New York.
- Houghton, J. & Bass, O., 2012, 'Routes through the academy: Critical reflections on the experiences of young geographers in South Africa', *Singapore Journal of Tropical Geography* 33(3), 308–319.
- Hountondji, P.J., 2002, 'Knowledge appropriation in a postcolonial context', in C. Odora-Hoppers (ed.), *Indigenous knowledge and the integration of knowledge systems: Towards a philosophy of articulation*, pp. 137–142, New Africa Books, Pretoria.
- Huault, I. & Perret, V., 2016, 'Can management education practise Rancière?', in C. Steyaert, T. Beyes & M. Partker (eds.), *The Routledge Companion to Reinventing Management Education*, pp 161-177, Routledge, New York.
- Jack, G., Westwood, R., Srinivas, N. & Sardar, Z., 2011, 'Deepening, broadening and re-asserting a postcolonial interrogative space in organization studies', *Organization* 18(3), 275-302 <http://dx.doi.org/10.1177/1350508411398996>.
- Jack, G.A., Calás, M.B., Nkomo, S.M. & Peltonen, T., 2008, 'Critique and international management: An uneasy relationship?', *Academy of Management Review* 33(4), 870–884. <http://dx.doi.org/10.5465/AMR.2008.34421991>.
- Jackson, T., 2013, 'Reconstructing the indigenous in African management research', *Management International Review* 53(1), 13–38. <http://dx.doi.org/10.1007/s11575-012-0161-0>.
- Janssens, M. & Steyaert, C., 2009, 'HRM and performance: A plea for reflexivity in HRM studies', *Journal of Management Studies* 46(1), 143–155.
- Johnston, K., 2013, *The messy link between slave owners and modern management*, viewed 13 June 2016, from <http://hbswk.hbs.edu/item/the-messy-link-between-slave-owners-and-modern-management>
- Karodia, A.M., Soni, D. & Soni, P., 2016, 'Wither higher education in the context of the feesmustfall campaign in South Africa', *Research Journal of Education* 2(5), 76–89.
- Kazi, T. 2009, 'To what extent does published research on quality of work-life reflect a managerialist ideology in both its latent and manifest content?', MSocSci Thesis, University of KwaZulu-Natal, Durban.
- King, D., 2015, 'The possibilities and perils of critical performativity: Learning from four case studies', *Scandinavian Journal of Management* 31(2), 255–265. <http://dx.doi.org/10.1016/j.scaman.2014.11.002>.
- Klikauer, T., 2015, 'Critical management studies and critical theory: A review', *Capital & Class* (39)2, 197–220. <http://dx.doi.org/10.1177/0309816815581773>.
- Le Grange, L., 2016, 'Decolonising the university curriculum', *South African Journal of Higher Education* 30(2), 1–12.
- Le Roux, E., 2015, *A social history of the university presses in apartheid South Africa: Between complicity and resistance*, Brill, Leiden.
- Learmonth, M. & Humphreys, M., 2012, 'Autoethnography and academic identity: Glimpsing business school doppelgängers', *Organization* 19(1), 99–117. <http://dx.doi.org/10.1177/1350508411398056>.

- Luckett, K., 2016, 'Curriculum contestation in a postcolonial context: A view from the South', *Teaching in Higher Education* 21(4), 415–428. <http://dx.doi.org/10.1080/13562517.2016.1155547>.
- Lukea-Bhiwajee, S.D., 2010, Reiterating the importance of values in management education curriculum, *International Journal of Interdisciplinary Social Sciences* 5(4), 229–240.
- Mamphiswana, D. & Noyoo, N., 2000, Social work education in a changing socio-political and economic dispensation: Perspectives from South Africa, *International Social Work* 43(1), 21–32.
- Mare, G., 2001, 'From "traditional authority" to "diversity management": Some recent writings on managing the workforce', *Psychology in Society* 27, 109–119.
- Marks, S., 1994, *Divided sisterhood, race, class and gender in the South African nursing profession*, Wits University Press, Johannesburg.
- McWilliam, E., 2008, 'Unlearning how to teach', *Innovations in Education and Teaching International* 45(3), 263–269. <http://dx.doi.org/10.1080/14703290802176147>.
- Mingers, J. & Willmott, H., 2013, "Taylorizing business school research: On the "one best way" performative effects of journal ranking lists", *Human Relations* 66(8), 1051–1073. <http://dx.doi.org/10.1177/0018726712467048>.
- Molefe, T.O., 2016, 'Oppression must fall South Africa's revolution in theory', *World Policy Journal* 33(1), 30–37. <http://dx.doi.org/10.1215/07402775-3545858>.
- Moosmayer, D.C., 2012, 'A model of management academics' intentions to influence values', *Academy of Management Learning & Education* 11(2), 155–173. <http://dx.doi.org/10.5465/amle.2010.0053>.
- Ngidi, N.D., Mtshixa, C., Diga, K., Mbarathi, N. & May, J., 2016, "Asijiki" and the capacity to aspire through social media: The #FeesMustFall movement as an anti-poverty activism in South Africa', in Proceedings of the Eighth International Conference on Information and Communication Technologies and Development, ACM, p. 15, Boston, Massachusetts.
- Nkomo, S.M. & Ngambi, H., 2009, African women in leadership: Current knowledge and a framework for future studies, *International Journal of African Renaissance Studies* 4(1), 49–68.
- Nkomo, S.M., 1992, 'The emperor has no clothes: Rewriting "race in organizations"', *Academy of Management Review* 17(3), 487–513. <http://dx.doi.org/10.2307/258720>.
- Nkomo, S.M., 2011, 'A postcolonial and anti-colonial reading of "African" leadership and management in organization studies: Tensions, contradictions and possibilities', *Organization* 18(3), 365–386. <http://dx.doi.org/10.1177/1350508411398731>.
- O'Brien, E. & Linehan, C., 2016, 'The last taboo?: Surfacing and supporting emotional labour in HR work', *The International Journal of Human Resource Management* 27(1), 1–27 <http://dx.doi.org/10.1080/09585192.2016.1184178>.
- Pillay, S.R., 2016, 'Silence is violence:(critical) psychology in an era of Rhodes must fall and fees must fall', *South African Journal of Psychology* 46(2), 155–159. <http://dx.doi.org/10.1177/0081246316636766>.
- Pittam, H. 2010, Transformational Leadership: Inspiration or domination? A critical Organisational Theory Perspective, MSocSci Thesis, University of KwaZulu-Natal, Durban.
- Posel, D., 2001, 'What's in a name? Racial categorisations under apartheid and their afterlife', *Transformation* 27, 50–74.
- Prasad, A. & Mills, A.J., 2010, 'Critical management studies and business ethics: A synthesis and three research trajectories for the coming decade', *Journal of Business Ethics* 94(2), 227–237. <http://dx.doi.org/10.1007/s10551-011-0753-9>.
- Prinsloo, E.H., 2016, 'The role of the humanities in decolonising the academy', *Arts and Humanities in Higher Education* 15(1), 164–168. <http://dx.doi.org/10.1177/1474022215613608>.

References

- Rosenthal, C., 2013. 'Slavery's scientific management', in S. Rochman & S. Beckert (eds.), *Waldstreicher D slavery's capitalism*, pp. 62–86, University of Pennsylvania Press, Philadelphia, PA.
- Ruggunan, S. & Sooryamoorthy, 2014, 'Human Resource Management research in South Africa: a bibliometric study of features and trends', unpublished paper, University of KwaZulu-Natal, Durban.
- Ruggunan, S. & Maré, G., 2012, 'Race classification at the University of KwaZulu-Natal: Purposes, sites and practices', *Transformation: Critical Perspectives on Southern Africa* 79(1), 47–68. <http://dx.doi.org/10.1353/trn.2012.0036>.
- Ruggunan, S. & Spiller, D., 2014, 'Critical pedagogy for teaching HRM in the context of social change', *African Journal of Business Ethics* 8(1), 29–43.
- Sanders, M., 2002, *Complicities: The intellectual and apartheid*, Duke University Press, Durham.
- Schreuder, D.M., 2001, 'The development of industrial psychology at South African universities: A historical overview and future perspective', *SA Journal of Industrial Psychology* 27(4), 2–7. <http://dx.doi.org/10.4102/sajip.v27i4.792>.
- Singh, J.A., 2008, 'Project coast: Eugenics in apartheid South Africa', *Endeavour* 32(1), 5–9. <http://dx.doi.org/10.1016/j.endeavour.2008.01.005>.
- Spicer, A., Alvesson, M. & Kärreman, D., 2009. Critical performativity: The unfinished business of critical management studies, *Human relations* 62(4), 537–560.
- Spivak, G.C., 1988, 'Can the subaltern speak?', in L. Grossberg & C. Nelson (eds.), *Marxism and the Interpretation of Culture*, pp. 271–313, Macmillan Education, London.
- Stokes, P. & Gabriel, Y., 2010, 'Engaging with genocide: The challenge for organization and management studies', *Organization* 17(4), 461–480. <http://dx.doi.org/10.1177/1350508409353198>.
- Sveningsson, S. & Alvesson, M., 2003, 'Managing managerial identities: Organizational fragmentation, discourse and identity struggle', *Human Relations* 56(10), 1163–1193.
- Teo, T., 2010, 'What is epistemological violence in the empirical social sciences?', *Social and Personality Psychology Compass* 4(5), 295–303. <http://dx.doi.org/10.1111/j.1751-9004.2010.00265.x>.
- Terre Blanche, M. & Seedat, M., 2001, 'Martian landscapes: The social construction of race and gender at South Africa's National Institute for Personnel Research, 1946–1984', in N. Duncan, A. van Niekerk, C. Rey & M. Seedat, *Race, racism, knowledge production and psychology in South Africa*, pp. 61–82, Nova Books, New York.
- Van Rensburg, H., Basson, J. & Carrim, N., 2011b, 'Human resource management as a profession in South Africa', *SA Journal of Human Resource Management/SA Tydskrif vir Menslikehulpbronbestuur* 9(1), 1–12. <http://dx.doi.org/10.4102/sajhrm.v9i1.336>.
- Van Rensburg, H., Basson, J.S. & Carrim, N.M.H., 2011a, 'The establishment and early history of the South African Board for People Practices (SABPP) 1977–1991', *SA Journal of Human Resource Management/SA Tydskrif vir Menslikehulpbronbestuur* 9(1), 1–15 <http://dx.doi.org/10.4102/sajhrm.v9i1.322>.
- Watson, T.J., 2010, 'Critical social science, pragmatism and the realities of HRM', *The International journal of Human Resource Management* 21(6), 915–931.
- Westwood, R.I. & Jack, G., 2007, 'Manifesto for a postcolonial international business and management studies: A provocation', *Critical Perspectives on International Business* 3(3), 246–265. <http://dx.doi.org/10.1108/17422040710775021>.
- Wickert, C. & Schaefer, S.M., 2015, 'Towards a progressive understanding of performativity in critical management studies', *Human Relations* 68(1), 107–130. <http://dx.doi.org/10.1177/0018726713519279>
- Willmott, H. (ed.), 1992, *Critical management studies*, Sage, London.

Chapter 5

- Becker, G., 1957, *The economics of discrimination*, University of Chicago Press, Chicago, IL.
- bell hooks, 2000, *Feminism is for everybody: A passionate politics*, South End Press, Cambridge, MA.
- Berger, L.A. & Berger, D.R., 2004, *The talent management handbook: Creating an organizational excellence by identifying, developing, and promoting your best people*, The McGraw-Hill Companies, Inc., USA.
- Browne, I. & Misra, J., 2003, 'The intersection of gender and race in the labor market', *Annual Review of Sociology* 29, 487–513. <http://dx.doi.org/10.1146/annurev.soc.29.010202.100016>.
- Buckingham, L., 2014, *Bringing balance to British boardrooms*, viewed 31 October 2016, from <http://www.director.co.uk/bringing-balance-to-british-boardrooms>.
- Calvert, L.M. & Ramsey, V.J., 1992, 'Bringing women's voice to research on women in management: A feminist perspective', *Journal of Management Inquiry* 1(1), 79–88. <http://dx.doi.org/10.1177/105649269211013>.
- Connell, R.W., 2005, 'A really good husband: Work/life balance, gender equity and social change', *Australian Journal of Social Issues* 40(3), 369–383.
- Di Stephano, C., 1990, 'Dilemmas of difference: Feminism, modernity, and postmodernism', in L.J. Nicholson (ed.), *Feminism and postmodernism*, pp. 63–82, Routledge, London.
- Garcea, N., Linly, A., Mazurkiewicz, K. & Bailey, T., 2011, 'Future female talent development', *Strategic HR Review* 11(4), 199–204. <http://dx.doi.org/10.1108/14754391211234913>.
- Gregory-Smith, I., Main, B.G.M. & O'Reilly, C.A., 2013, 'Appointments, pay and performance in UK boardrooms by gender', *The Economy Journal* 124, 109–F128. <http://dx.doi.org/10.1111/econj.12102>.
- Griffin, P., 2015, 'Crisis, austerity, and gendered governance: A feminist perspective', *Feminist Review* 109, 49–68. <http://dx.doi.org/10.1057/fr.2014.44>.
- Grogan, M., 1996, *Voices of women aspiring to the superintendency*, State University of New York, Albany, NY.
- Harding, N., Ford, J. & Fotaki, M., 2013, 'Is the "F"-word still dirty? A past, present and future of/for feminist and gender studies in organization', *Organization* 20(1), 51–65. <http://dx.doi.org/10.1177/1350508412460993>.
- Hekman, S., 2015, 'Simone de Beauvoir and the beginnings of the feminine subject', *Feminist Theory* 16(2), 137–151. <http://dx.doi.org/10.1177/1464700115585721>.
- Hesse-Biber, S.N. (ed.), 2012, *Handbook of feminist research: Theory and praxis*, 2nd edn., Sage, Thousand Oaks, CA.
- Holvino, E., 2010, 'Intersections: The simultaneity of race, gender and class in organization studies gender', *Work and Organisation* 17(3), 248–277. <http://dx.doi.org/10.1177/1464700115585721>.
- Jaffe, J., 2010, 'Patriarchy', in A.J. Mills, G. Durepos & E. Wiebe (eds.), *Encyclopaedia of case study research*, vol. 2, pp. 661–663, Sage, Thousand Oaks, CA.
- Kelan, E.K., 2008, 'The discursive construction of gender in contemporary management literature', *Journal of Business Ethics* 81, 427–445. <http://dx.doi.org/10.1007/s10551-007-9505-2>.
- Koch, R., 2015, 'Board gender quotas in Germany and the EU: An appropriate way of equalising the participation of women and men', *Deakin Law Review* 20(1), 52–73. <http://dx.doi.org/10.21153/dlr2015vol20no1art494>.
- Letherby, G., 2003, *Feminist research in theory and practice*, Open University Press, Buckingham.
- Letherby, G., 2013, 'Theorised subjectivity', in G. Letherby, J. Scott & M. Williams (eds.), *Objectivity and subjectivity in social research*, pp. 79–101, Sage, London.
- Limerick, B. & O'Leary, J., 2006, 'Re-inventing or re-cycling? Examples of feminist qualitative research informing the management field', *Qualitative Research in Organization and Management: An International Journal* 1(2), 98–112. <http://dx.doi.org/10.1108/17465640610686361>.

References

- Lorber, J. n.d., *The variety of feminisms and their contribution to gender equality*, viewed 05 May 2016, from diglib.bis.uni-oldenburg.de/pub/unireden/ur97/kap1.pdf.
- Marchbank, J. & Letherby, G., 2014, *Introduction to gender: Social science perspectives*, 2nd edn., Routledge, London.
- Mavin, S., 2008, 'Queen bees, wannabees and afraid to bees: No more "best enemies" for women in management', *British Journal of Management* 19(1), S75–S84. <http://dx.doi.org/10.1111/j.1467-8551.2008.00573.x>.
- Morris, N., 2009, 'Harriet Harman: "If only it had been Lehman Sisters"', *Independent*, 04 August 2009, viewed 31 October 2016, from n.p.
- Offen, K., 1988, 'Defining feminism: A comparative historical approach', *Signs* 14(1), 119–157. <http://dx.doi.org/10.1086/494494>.
- Ross-Smith, A. & Huppatz, K., 2010, 'Management, women and gender capital', *Gender, Work and Organization* 17(5), 547–566. <http://dx.doi.org/10.1111/j.1468-0432.2010.00523.x>.
- Thomas, R. & Davies, A., 2005, 'What have the feminists done for us? Feminist theory and organizational resistance', *Organization* 12(5), 711–740. <http://dx.doi.org/10.1177/1350508405055945>.

Chapter 6

- AFL-CIO, 2014, *CEO pay and you*, viewed 08 November 2016, from <http://www.aflcio.org/Corporate-Watch/CEO-Pay-and-the-99>.
- Bebchuk, L., 2012, *Executive pay and the financial crisis*, World Bank, viewed 07 November 2016, from <http://blogs.worldbank.org/allaboutfinance/executive-pay-and-the-financial-crisis>.
- Belliveau, M.A., O'Reilly, C.A. & Wade, J.B., 1996, 'Social capital at the top: Effects of social similarity and status on CEO compensation', *Academy of Management Journal* 39(6), 1568–1593. <http://dx.doi.org/10.2307/257069>.
- Bodolica, V. & Spraggon, M., 2015, *Mergers and acquisitions and executive compensation*, Routledge, New York, NY.
- Bothner, M.S., Kang, J. & Stuart, T.E., 2007, 'Competitive crowding and risk taking in a tournament: Evidence from NASCAR racing', *Administrative Science Quarterly* 52, 208–247. <http://dx.doi.org/10.1287/mnsc.1110.1322>.
- Boudreau, K.J., Lacetera, N. & Lakhani, K.R., 2011, 'Incentives and problem uncertainty in innovation contests: An empirical analysis', *Management Science* 57, 843–863.
- Bronkhorst, Q., 2014, 'South Africa's massive wage gap', BusinessTech, 30 May, viewed 07 November 2016, from <http://businesstech.co.za/news/general/59173/south-africas-massive-wage-gap>.
- Bussin, M., 2015, 'CEO pay-performance sensitivity in the South African context', *South African Journal of Economic and Management Sciences* 18(2), 232–244. <http://dx.doi.org/10.17159/2222-3436/2015/v18n2a7>.
- CIPD, 2015a, *The power and pitfalls of executive reward: A behavioural perspective*, Chartered Institute of Personnel and Development, London.
- CIPD, 2015b, *The view from below: What employees really think about their CEO's pay packet*, Chartered Institute of Personnel and Development, London.
- Chief Executive, 2016, *2015–2016 CEO and Senior Executive Compensation report for private companies*, Chief Executive, viewed 07 November 2016, from <http://research.chiefexecutive.net/compreport/#>.
- Connelly, B.L., Tihanyi, L., Crook, T.R. & Gangloff, K.A., 2014, 'Tournament theory thirty years of contests and competitions', *Journal of Management* 40(1), 16–47. <http://dx.doi.org/10.1177/0149206313498902>
- Crafford, W.L., 2015, 'The relationship between directors' remuneration and financial performance: An investigation into South African JSE-listed industrial firms', MCom dissertation, Stellenbosch University.

- Davison, J., 2010, '[In]visible [in]tangibles: Visual portraits of the business elite', *Accounting, Organizations and Society* 35(2), 165–183. <http://dx.doi.org/10.1016/j.aos.2009.03.003>.
- Deysel, B. & Kruger, J., 2015, 'The relationship between South African CEO compensation and company performance in the banking industry', *Southern African Business Review* 19(1), 137–169. <http://dx.doi.org/10.5465/AMR.2000.3707694>.
- Eisenhardt, K.M., 2000, 'Paradox, spirals, ambivalence: The new language of change and pluralism', *Academy of Management Review* 25(4), 703–705.
- Ellig, B., 2014, *The complete guide to executive compensation*, 3rd edn., McGraw-Hill, New York, NY.
- Eriksson, T., 1999, 'Executive compensation and tournament theory: Empirical tests on Danish data', *Journal of Labor Economics* 17, 262–280. <http://dx.doi.org/10.1086/209920>.
- Ferdman, R.A., 2014, 'The pay gap between CEOs and workers is much worse than you realize', *Washington Post*, 25 September, viewed 07 November 2016, from <https://www.washingtonpost.com/news/wonk/wp/2014/09/25/the-pay-gap-between-ceos-and-workers-is-much-worse-than-you-realize>.
- Gibson, J.W. & Tesone, D.V., 2001, 'Management fads: Emergence, evolution, and implications for managers', *Academy of Management Executive* 15(4), 122–133. <http://dx.doi.org/10.5465/AME.2001.5898744>.
- Gillis, W.E., McEwan, E., Crook, T.R. & Michael, S.C., 2011, 'Using tournaments to reduce agency problems: The case of franchising', *Entrepreneurship Theory and Practice* 35(3), 427–447. <http://dx.doi.org/10.1111/j.1540-6520.2011.00438.x>.
- Girma, S., Thompson, S. & Wright, P., 2006, 'The impact of merger activity on executive pay in the United Kingdom', *Economica* 73(290), 321–339. <http://dx.doi.org/10.1111/j.1648-0335.2006.00513.x>.
- Holmes, T., 2014, 'The "hidden" billions of SA's elite executives', *Mail & Guardian*, 11 April, p. 2–3.
- Huhman, H.R., 2015, '3 Ways to address the salary chasm between CEOs and employees', *Entrepreneur*, 12 October, viewed 07 November 2016, from <https://www.entrepreneur.com/article/251494>.
- Jensen, M.C. & Murphy, K.J., 1990a, 'CEO incentives – It's not how much you pay, but how you pay', *Harvard Business Review* 3, 138–153.
- Jensen, M.C. & Murphy, K.J., 1990b, 'Performance pay and top-management incentives', *Journal of Political Economy* 98(2), 225–264. <http://dx.doi.org/10.1086/261677>.
- Kale, J.R., Reis, E. & Venkateswaran, A., 2009, 'Rank-order tournaments and incentive alignment: The effect on firm performance', *Journal of Finance* 64, 1479–1512. <http://dx.doi.org/10.1111/j.1540-6261.2009.01470.x>.
- Karsten, L. & Illa, H., 2005, 'Ubuntu as a key African management concept: Contextual background and practical insights for knowledge application', *Journal of Managerial Psychology* 20(7), 607–620. <http://dx.doi.org/10.1108/02683940510623416>.
- Kiatpongsan, S. & Norton, M.I., 2014, 'How much (more) should CEOs make? A universal desire for more equal pay', *Perspectives on Psychological Science* 9(6), 587–593. <http://dx.doi.org/10.1177/1745691614549773>.
- Knoeber, C.R. & Thurman, W.N., 1994, 'Testing the theory of tournaments: An empirical analysis of broiler production', *Journal of Labor Economics* 12(2), 155–179. <http://dx.doi.org/10.1086/298354>.
- Lazear, E.P., 2004, 'The Peter Principle: A theory of decline', *Journal of Political Economy* 112(Suppl. 1), S141–S163. <http://dx.doi.org/10.1086/379943>.
- Lazear, E.P. & Rosen, S., 1981, 'Rank-order tournaments as optimum labor contracts', *Journal of Political Economy* 89(5), 841–864. <http://dx.doi.org/10.1086/261010>.
- Lee, G.J. & Rees, G., 2016, 'Give and take between households and the state: Development and application of a benefaction-contribution ratio', *Review of Income and Wealth* 62(2), 362–379. <http://dx.doi.org/10.1111/roiw.12169>.
- Lewis, M.W., 2000, 'Exploring paradox: Toward a more comprehensive guide', *Academy of Management Review* 25(4), 760–776.

References

- Lüscher, L.S. & Lewis, M.W., 2008, 'Organizational change and managerial sense making: Working through paradox', *Academy of Management Journal* 51(2), 221–240. <http://dx.doi.org/10.5465/AMJ.2008.31767217>.
- Lutz, D.W., 2009, 'African Ubuntu philosophy and global management', *Journal of Business Ethics* 84(3), 313–328. <http://dx.doi.org/10.1007/s10551-009-0204-z>.
- Mangaliso, M.P., 2001, 'Building competitive advantage from *ubuntu*: Management lessons from South Africa', *The Academy of Management Executive* 15(3), 23–33. <http://dx.doi.org/10.5465/AME.2001.5229453>.
- MarketWatch, 2009, *Golden coffins, golden offices, golden retirement*, viewed 13 May 2009, from <http://www.marketwatch.com/story/golden-coffins-10-of-the-most-egregious-ceo-perks>.
- Massie, K., Collier, D. & Crotty, D., 2014, *Executive salaries in South Africa: Who should get a say on pay?* Jacana Media, Johannesburg.
- McGregor, J., 2014, 'How stock options lead CEOs to put their own interests first', *The Washington Post*, 11 February, viewed 07 November 2016, from <https://www.washingtonpost.com/news/on-leadership/wp/2014/02/11/how-stock-options-lead-ceos-to-put-their-own-interests-first>.
- McLaughlin, K.J., 1988, 'Aspects of tournament models: A survey', *Research in Labor Economics* 9, 225–256.
- McSmith, A., 2015, 'Pay inequality: Salary gap between average wages and those of top executives “widening each year”', *The Independent*, Monday, 30 November, viewed 07 November 2016, from <http://www.independent.co.uk/news/uk/home-news/emb-0000-pay-inequality-salary-gap-between-average-wages-and-those-of-top-executives-widening-each-a6753826.html>.
- Modau, M.F., 2013, *The relationship between Chief Executive Officer (CEO) remuneration and financial performance of an organisation*, Masters of Business Administration research report, Gordon Institute of Business Science (GIBS), University of Pretoria, Sandton.
- Nel, M., 2012, *Sensitivity of guaranteed cost to company of CEOs in the South African retail and consumer goods sector*, Masters of Business Administration research report, Gordon Institute of Business Science (GIBS), University of Pretoria, Sandton.
- PE Corporate Services, 2014, 'The wage gap', South Africa's emotive issue, viewed 07 November 2016, from <http://www.pecs.co.za/the-wage-gap-south-africa-s-emotive-issue.html>.
- Poole, M.S. & Van de Ven, A.H., 1989, 'Using paradox to build management and organization theories', *Academy of Management Review* 14(4), 562–578.
- Pratley, N., 2015, 'Workers could hold key to unlocking executive pay gap', *The Guardian*, 18 December, viewed 07 November 2016, from <https://www.theguardian.com/business/nils-pratley-on-finance/2015/dec/18/executive-pay-gap-workers>.
- Preston, B., 2014, *Executive remuneration in SA*, viewed 07 November 2016, from <http://www.mergence.co.za/media/11312/an%20analysis%20of%20executive%20remuneration%20in%20sa%20final.pdf>.
- PWC, 2014, *Executive directors' remuneration practices and trends report*, 6th edn., PWC South Africa, Johannesburg.
- Redelinghuys, J., 2013, 'The inequalities of the wage gap won't go away', *The Daily Maverick*, 16 July, viewed 07 November 2016, from <http://www.dailymaverick.co.za/opinionista/2013-07-16-the-inequalities-of-the-wage-gap-wont-go-away/#.WCGA4MIBHeo>.
- Rosen, S., 1986, 'Prizes and incentives in elimination tournaments', *American Economic Review* 76(4), 701–715.
- Rossouw, J., 2015, 'Investigate executive salaries to close the wage gap', *Mail & Guardian*, 19 June, viewed 08 November 2016, from <http://mg.co.za/article/2015-06-18-investigate-executive-salaries-to-close-the-wage-gap>.
- Shapiro, C. & Stiglitz, J.E., 1984, 'Equilibrium unemployment as a worker discipline device', *The American Economic Review* 74(3), 433–444.

- Smith, K. & Berg, D., 1987, *Paradoxes of group life*, Josey-Bass, San Francisco, CA.
- Smith, W.K. & Lewis, M.W., 2011, 'Toward a theory of paradox: A dynamic equilibrium model of organizing', *Academy of Management Review* 36(2), 381–403. <http://dx.doi.org/10.5465/amr.2009.0223>.
- Scholtz, H.E. & Smit, A., 2012, 'Executive remuneration and company performance for South African companies listed on the Alternative Exchange (AltX)', *Southern African Business Review* 16(1), 22–38.
- Thomas, R.S. & Hill, J.G., 2014, *Research Handbook on executive pay* (Research Handbooks in Corporate Law and Governance series), Edward Elgar Pub, Cheltenham, UK.
- Van Blerck, T.G., 2012, *The relationship between executive remuneration at financial institutions and economic value added*, Masters of Business Administration research report, Gordon Institute of Business Science (GIBS), University of Pretoria, Sandton.
- Van Niekerk, R., 2015, 'Executive pay under renewed scrutiny: New SEC pay-ratio rule may find its way to SA', *Moneyweb*, 18 August, viewed 08 August 2016, from <http://www.moneyweb.co.za/moneyweb-opinion/columnists/executive-pay-under-renewed-scrutiny>.
- Viviers, S., 2015, 'Executive remuneration in South Africa: Key issues highlighted by shareholder activists', *African Journal of Business Ethics* 9(1), 1–28.

Chapter 7

- Adler, P.S., Forbes, L.C. & Willmott, H., 2007, 'Critical management studies', *The Academy of Management Annals* 1(1), 119–179. <http://dx.doi.org/10.1080/078559808>.
- Alvesson, M., Bridgman, T. & Willmott, H., 2009, *The Oxford handbook of critical management studies*, Oxford University Press, London.
- Alvesson, M. & Willmott, H., 1992, 'On the idea of emancipation in management and organization studies', *Academy of Management Review* 17(3), 432–464.
- Anthony, P., 1986, *The foundation of management*, Tavistock, London.
- Bernstein, R., 1976, *The restructuring of social and political theory*, Blackwell, Oxford.
- Buchanan, D. & Bryman, A., 2007, 'Contextualising methods choice in organizational research', *Organisational Research Methods* 10(3), 483–501. <http://dx.doi.org/10.1177/1094428106295046>.
- Cameron, R. & Miller, P., 2007, 'Mixed methods research: Phoenix of the paradigm wars', *Proceedings of the 21st Annual Australian and New Zealand Academy of Management (ANZAM) Conference*, Sydney, 04–07th December 2007.
- Clegg, S., Dany, F. & Grey, C., 2011, 'Introduction to the special issue critical management studies and managerial education: New contexts? New agenda?', *Management* 14(5), 271–279. <http://dx.doi.org/10.3917/mana.145.0272>.
- Clegg, S. & Dunkerley, D., 1977, *Critical issues in organizations*, Routledge, London.
- Creswell, J., 2003, *Research design: Qualitative, quantitative and mixed methods*, Sage, Thousand Oaks, CA.
- Deetz, S., 1995, *Transforming communication, transforming business: Building responsive and responsible workplaces*, Hampton Press, Cresskill, NJ.
- Denison, D.R., 1996, 'What is the difference organizational culture and organizational climate? A native's point of view on a decade of paradigm wars', *The Academy of Management Review* 21(3), 619–654.
- Denzin, N.K., 2010, 'Moments, mixed methods and paradigm dialogs', *Qualitative Inquiry* 16(6), 419–427. <http://dx.doi.org/10.1177/1077800410364608>.
- Dyer, S., Humphries, M., Fitzgibbons, D. & Hurd, F., 2014, *Understanding management critically*, Sage, London.
- Flick, U., 2002, *An introduction to qualitative research*, Sage, London.

References

- Fournier, V. & Grey, C., 2000, 'At the critical moment: Conditions and prospects for critical management studies', *Human Relations* 53(1), 7–32. <http://dx.doi.org/10.1177/0018726700531002>.
- Goldman, G.A., 2013, 'On the development of uniquely African management theory', *Indilinga African Journal of Indigenous Knowledge Systems* 12(2), 217–230.
- Goldman, G.A., Nienaber, H. & Pretorius, M., 2015, 'The essence of the contemporary business organisation: A critical reflection', *Journal of Global Business and Technology* 12(2), 1–13.
- Grey, C., 2004, 'Reinventing Business Schools: The contribution of critical management education', *Academy of Management Learning and Education* 3(2), 178–186. <http://dx.doi.org/10.5465/AMLE.2004.13500519>.
- Grey, C. & Willmott, H., 2005, *Critical management studies: A reader*, Oxford University Press, Oxford.
- Guba, E. & Lincoln, Y., 2005, 'Paradigmatic controversies, contradictions and emerging confluences', in N.K. Denzin & Y. Lincoln (eds.), *The Sage handbook of qualitative research*, pp. 105–117, Sage, Los Angeles, CA.
- Hancock, P. & Tyler, M., 2004, "'MOT your life": Critical management studies and the management of everyday life', *Human Relations* 57(5), 619–645. <http://dx.doi.org/10.1177/0018726704044312>.
- Harding, N., 2003, *The social construction of management*, Routledge, London.
- Hassard, J. & Parker, M., 1993, *Postmodernism and organisations*, Sage, London.
- Jack, G. & Westwood, R., 2006, 'Postcolonialism and the politics of qualitative research in international business', *Management International Review* 46(4), 481–501. <http://dx.doi.org/10.1007/s11575-006-0102-x>.
- Johnson, R.B. & Onwuegbuzie, A.J., 2004, 'Mixed-methods research: A research paradigm whose time has come', *Educational Researcher* 33(7), 14–26. <http://dx.doi.org/10.3102/0013189X033007014>.
- Kuhn, T., 1962, *The structure of scientific revolutions*, University of Chicago Press, Chicago, IL.
- Kimber, M., 2001, *Managerial matters: A brief discussion of the origins, rationales and characteristics of managerialism*, pp. 03–45, Australian Centre in Strategic Management and Queensland University of Technology School of Management, Working paper no 52, Brisbane.
- Learmonth, M., 2007, 'Critical management education in action: Personal tales of management unlearning', *Academy of Management Learning & Education* 6(1), 109–113. <http://dx.doi.org/10.5465/AMLE.2007.24401708>.
- Locke, R.R., 1996, *The collapse of the American management mystique*, Oxford University Press, Oxford.
- Mingers, J., 2004, 'Paradigm wars: Ceasefire announced, who will set up the new administration', *Journal of Information Technology* 19(3), 165–171. <http://dx.doi.org/10.1057/palgrave.jit.2000021>.
- Neuman, W., 2006, *Social research methods: Qualitative and quantitative approaches*, Pearson, Boston, MA.
- Oakley, A., 1999, 'Paradigm wars: Some thoughts on a personal and public trajectory', *International Journal of Social Research Methodology* 2(3), 247–254. <http://dx.doi.org/10.1080/136455799295041>.
- Shaffer, D.W. & Serlin, R.C., 2004, 'What good are statistics that don't generalize?' *Educational Researcher* 33(9), 14–25. <http://dx.doi.org/10.3102/0013189X033009014>.
- Spicer, A., Alvesson, M. & Kärreman, D., 2009, 'Critical performativity: The unfinished business of critical management studies', *Human Relations* 62(4), 537–560. <http://dx.doi.org/10.1177/0018726708101984>.
- Stewart, M., 2009, *The management myth: Debunking the modern philosophy of business*, WW Norton, New York.
- Sulkowski, L., 2013, *Epistemology of management*, Peter Lang, Frankfurt-am-Main.
- Teshakkori, A. & Teddlie, C., 2003, *Handbook of mixed methods in social and behavioral research*, Sage, Thousand Oaks, CA.

- Terrell, S.R., 2012, 'Mixed-methods research methodologies', *The Qualitative Report* 17(1), 254–280.
- Waite, D., 2002, "The paradigm wars" in educational administration: An attempt at transcendence', *International Studies in Educational Administration* 30(1), 66–80.
- Willmott, H., 1993, 'Strength is ignorance; slavery is freedom: Managing culture in modern organizations', *Journal of Management Studies* 30(4), 515–552. <http://dx.doi.org/10.1111/j.1467-6486.1993.tb00315.x>.
- Winch, P., 1958, *The idea of a social science*, Routledge, London.