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They proposed that actors' need to be regarded as legitimate in their institutional environment determined their behavior. This work implicitly assumed that individuals and organizations tend to comply, at least in appearance, with institutional pressures. In fact, actors were often implicitly assumed to have a limited degree of agency.

Institutional work and the paradox of embedded agency

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Guiding empirical studies in these agency-oriented research currents is the belief that actors have much greater leeway to interpret rules and enact institutional patterns and relationships than previously assumed in institutional theory.

Agency and Institutions in Organization Studies - Samer

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In later work, Lawrence et al. (2011, pp. 52–53) specified the interest of institutional work in “the myriad, day-to-day equivocal instances of agency that, although aimed at affecting the institutional order, represent a complex mélange of forms of agency—successful and not, simultaneously radical and conservative, strategic and ...

Institutional work - Wikipedia

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on institutional work examines the practices of individual and collective actors aimed at creating, maintaining, and disrupting institutions.

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Thus, a significant part of the promise of institutional work as a research area is to establish a broader vision of agency in relationship to institutions, one that avoids depicting actors either as “cultural dopes” trapped by institutional arrangements, or as hypermuscular institutional entrepreneurs.

Introduction: theorizing and studying institutional work

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“ Institutional work and the paradox of embedded agency ”. In Institutional work: Actors and agency in institutional studies of organization, Edited by: Lawrence T.Suddaby R.Leca B. 31-158. Cambridge, UK: Cambridge University Press. Google Scholar; Battilana J., Dorado S. 2007.

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Institutional work through empathic engagement

Actors, agency, and institutions The interplay of actors, agency, and institutions has come to occupy a dominant place in institutional studies of organization (see Battilana & D' Aunno in this volume for an excellent discussion of the evolution of these issues).

1 Introduction: theorizing and studying institutional work

Through a series of essays and case studies, it explores the conceptual core of institutional work, identifies institutional work strategies, provides exemplars for future empirical research, and embeds the concept within broader sociological debates and ideas. Institutional Work: Actors and Agency in Institutional Studies of Organizations (Paperback)

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This work implicitly assumed that individuals and organizations tend to comply, at least in appearance, with institutional pressures. In fact, actors were often implicitly assumed to have a limited degree of agency. Such a conception of agency was problematic when institutional theorists started tackling the issue of institutional change.

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