

Changes in the Organizational Field of Howrah Foundries Studies in Field Identity, Institutional Logic, and Governance Norms

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another case, the old men has felt the need for a separate identity as the expansion led to their underrepresentation

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green” logic in the field. The framing and s an a 1 ns 1 gu a’ s

social movement organization as well as a field governance actor. This duality of trade unions enabled us to explore the role of social movements in field governance. The findings show that social movements facilitate field governance by periodically mobilizing the members to challenge and change the existing norms. The in-between nature of field governance actors, which have one foot inside the field and one foot outside, enables the process of field governance. The field governance actors leverage their external linkages to shape the dynamic field norms. In the current case, the field governance actor that is trade union was situated at the interstices of political and industrial field. It facilitated interaction of industrial field with political field through mechanisms of member exchange and resource sharing and leveraged them to change wages and norms in the industrial field.

Overall, the thesis points to several new mechanisms of field change such as identity fragmentation and artifactual financing. It further contributes to institutional work and field governance research. With respect to institutional work, it uncovers three different types of institutional work aimed at logic changes. With regards to field governance, it brings to fore the role of an important field governance actor namely trade unions.