

Book Review

Theories of Organisational Resilience.

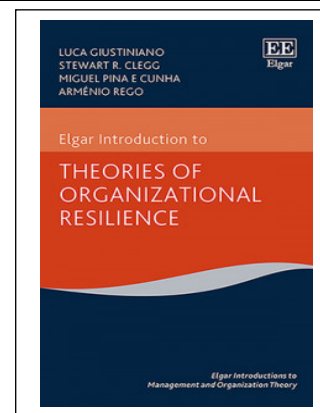
By Giustiniano, L; Clegg, S; Cunha, M
and Rego, A. E-Elgar 2018.

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Abstract Resilience has been of interest to many researchers, including this author, as it is the source for social and economic stability of any community (Buheji, 2018, 2017). In this book review resilience would be investigated from individual, management, organisational and collective perspective. The work of Giustiniano et. al. (2018) is value added despite the many work done in this area as it tries to see how organisational theories could be developed to be have the capacity for being more resilient.

Keywords Resilience Economy, Socio-Economics, Organisational Theories

The Resilience Scope of the Book

To be entitled for the word resilient the organisations need to have the capacity to hold a wide range of meanings in the situations to which it is applied. Therefore, resilience is seen as a complex situation that need to be synthesised specially during times of resistance, crisis, reactions and recovery.

For organisations to absorb external shocks they need to have the capacity to learn. It is about the capacity to rebuild from adversity.

Giustiniano et. al. (2018) tried to follow systematic literature review and to synthesis the metaphors of resilience. However, this couldn't be seen clearly in the text. Also, no clear analogies could be seen for the diverse resilience utilisation in the different disciplines.

The book proposes multi-level diffusion model for resilience and dialectical interpretation model. This is highly possible for organisations as resilience have clearly various scopes for both adaptive and reactive situations.

Giustiniano et. al. (2018) emphasised about the importance of positioning organisational resilience with the increasing uncertainty in relevant to socio-political and socio-economic situations. Therefore, the book investigates whether dealing with resilience as a quality or a process, would suite the management curriculum and publications specially with the uncertain organizational environments of today.

The book is full of real-life examples that distinguishes the boundaries of resilience and its potential implications on organisational practices.

Discussion & Conclusion

The book of Elgar 'Introduction to Theories of Organizational Resilience' stimulates the critical thinking of resilience in both managerial and organizational situations. It describes many contrasting forces and deeper interpretations of the resilience phenomenon. It is a knowledge source for researchers of interest in resilience engineering, resilience economy and the subject of resilience in general.

References

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