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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 m é lange of forms of agency—successful and not, simultaneously radical and conservative, strategic and emotional, full of compromises, and rife



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Institutional Work: Actors and Agency in Institutional Studies of Organizations Thomas B. Lawrence , Roy Suddaby , Bernard Leca

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The 'institutional' approach to organizational research has shown how enduring features of social life - such as marriage and bureaucracy - act as mechanisms of social control.

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Another perspective, which emerged from the symbolic interactionist view of action, conceptualises institutional work as a collaborative or even collective form of agency (Raelin, 2016) achieved through the provision of identities and cultural frames laden with values that enchant and captivate actors and induce them to subscribe to the proposed institutional order (Fligstein, 2001; Smets & Jarzabkowski, 2013; Smets, Morris, & Greenwood, 2012; Suddaby, Ganzin, & Minkus, 2017).

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