



Gender, Power and Organization: A psychological perspective on life at work

Paula Nicolson

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Work organizations are a major site of gender politics for professional women and men, and although there are more women in senior positions than ever before, these increased opportunities have not been gained without psychological consequences. Evidence-based and theoretically driven, the new edition of *Gender, Power and Organization* raises important questions about gender and power in the workplace, and the psychology of women's advancement. Twenty years on from the first edition, it re-examines gender relations at work and asks why, despite many years of feminist critique and action, we are able to understand the dynamics of the workplace but fail to make them more representative. The struggles women face in professional and public life remain intense, not least because many men experience an increasing sense of threat to their long-term aspirations and professional positions.

Using examples from recent research and the author's own consultancy experience, this important volume offers a fresh exploration of the psychology of gender and power at work, from the development of gender identities and roles, to explanations of bullying and sexual harassment in the organization. It offers an accessible survey of the subject for professional managers and students of leadership, psychology, management, sociology, gender, and women's studies.

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