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基于评价者视角的组织合法性研究:合法性判断

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摘要: 作为分析和解释组织行为的一个有力工具,组织合法性逐渐成为了组织研究者们关注的热点话题。迄今为止,学者们主要从三条路径来开展对组织合法性的探讨:制度路径、战略路径和评价者路径。评价者路径是组织合法性研究的新动向和新视角,该路径的核心概念为合法性判断,即评价者围绕特定组织是否具有合法性所进行的自我判断。本文阐明了合法性判断的概念内涵,分析了合法性判断的判断模式与评价视角、合法性判断的心理历程以及合法性判断理论的应用价值,最后进行了合法性判断理论的研究展望。

关键词: 合法性;组织合法性;合法性判断

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一、引言

rational system
 20 60
 open system
 organizational legitimacy
 “
 ”
 strategic approach
 institutional approach
 structuration dynamics

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institutional isomorphism DiMaggio Powell 1983
validity

Johnson 2006

Zimmerman Zeitz 2002

Oliver 1991

Reast 2013

new institutional theory

resource dependence theory

organizational ecology theory Deephouse Suchman 2008

looking out

looking in

constitutive societal beliefs

Suchman 1995

evaluation

Zimmerman Zeitz 2002

audience

observer

social

reality Tost 2011 21

legitimacy judgment

evaluator

approach

uncertainty

external

social actors

二、合法性、组织合法性、合法性判断

legitimacy

legality

institutionalization
 social order
 rules
 validity
 endorsement
 authorization
 legitimacy
 Weber 1924
 maxims or
 Parsons 1960 Weber
 Dornbusch Scott 1975 Weber
 propriety
 Suchman 1995
 desirable
 understandable
 generalization
 Suchman
 umbrella evaluation
 evaluative
 cognitive
 Suchman 1995
 Suchman
 desirable proper appropriate
 Suchman
 umbrella evaluation
 Suchman
 collective perception
 legitimacy judgments
 Johnson 2004
 propriety
 Suchman
 Zimmerman Zeitz 2002
 validity
 Dornbusch Scott 1975
 subjective

Tost 2011
collective-level legitimacy Dornbusch Scott
“ validity Suchman ”
individual-level legitimacy Dornbusch Scott propriety
“ ”
Tost

三、合法性判断的判断模式与评价视角

modes of legitimacy judgments
modes of information processing Tost 2011
passive mode active mode
evaluative mode Tost 2011

1 organizational validity cues
2 majority opinion 3
3 cultural expectations
judgment validation institutions

Dornbusch Scott(1975) (validity) (organizational validity)
Tost(2011) (collective-level legitimacy) Suchman(1995) (organizational legitimacy)
“ ”
Dornbusch Scott “ ”
(validity belief) Dornbusch Scott

institutionalized social norms

validity beliefs

validity cues
expectations
authorizations or endorsements

cultural

mere acceptance effect

Tost 2011

legitimacy judgments

concerns

bases of

relational Tyler 1997
”

instrumental

“ social identity self-worth
entitlement ”

moral Skitka 2009
” “

1995 moral status

Suchman
pragmatic

legitimacy

moral legitimacy

Suchman 1995

cognitive legitimacy

Tost 2011

“ ” taken-for-grantedness

Tost 2011

Suchman 1995 ”

“

self-interested orientation

other-interested orientation

Tost 2011

四、合法性判断的流程

process of legitimacy judgments

Bitektine 2011

Tost 2011

judgment formation

judgment use

judgment

reassessment Bitektine Haack 2015

institutional stability

institutional change

Tost 2011

1

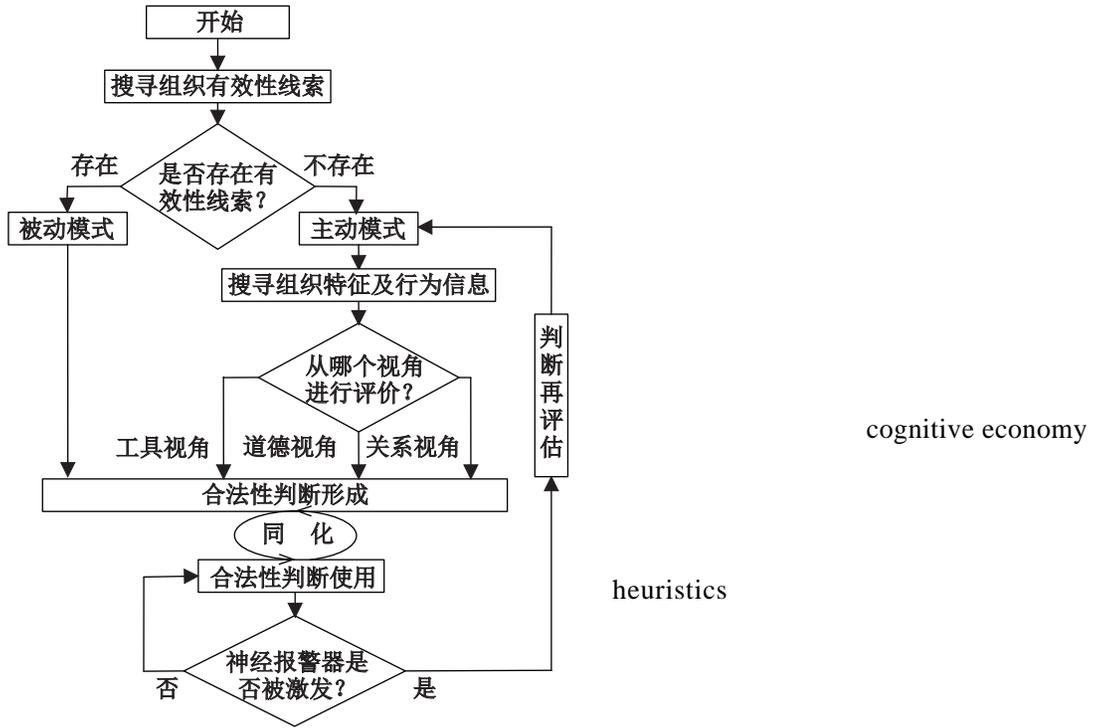


图 1 合法性判断流程

pivotal cognition Lind 2001

reasoning Kunda 1990

legitimacy-related experience

cognitive assimilation effect

cognitive economy

heuristics

motivated

new

Tost Lind 2010
affirmation process

cognitive assimilation process

cognitive energy

neural alarm system

Tost 2011

jolts
reflexive traits

institutional contradiction

mental

alarm

Tost 2011

realm of expectation

institutional

logics

Greenwood Suddaby 2006

Tost 2011

valued goal pursuits

reflexivity

internal triggers

external triggers

五、合法性判断理论的应用价值

organization-level

field-level Schneiberg Clemens 2006

process of institutionalization

Bitektine Haack 2015

destabilization

iron cage

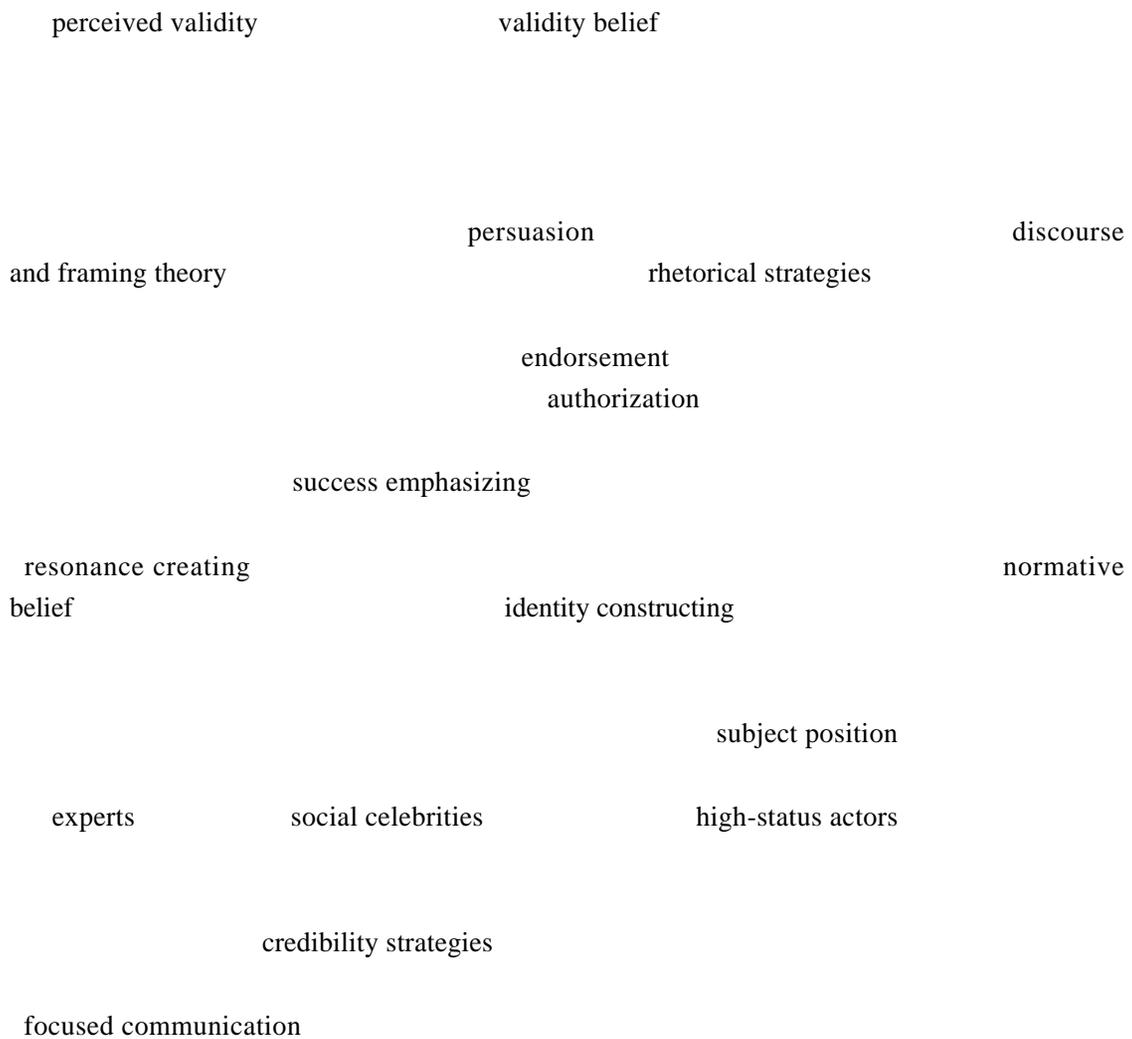
institutional entrepreneurs
legitimacy
social skill
2006

agents of
Greenwood Suddaby

mental alarm

jolts

institutional contradiction



六、合法性判断理论评述与研究展望

nomological networks

Tost 2011

fairness

Tyler 1997

legitimacy

Tyler 2006

Hegtvedt Johnson 2000

Tost 2011

Haack

2014

accountability

absence of time pressure

personal

interest

previous knowledge

Bitektine Haack 2015 Bitektine 2011

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