



Prof Richard Whitley

Email: richard.whitley@mbs.ac.uk

Position

Professor of Organisational Sociology and Director
The University of Manchester / Manchester Business School

Biography

Richard Whitley joined Manchester Business School in 1968 after undertaking research at the University of Pennsylvania. He has published extensively on the organisation of the natural and social sciences, including *The Intellectual and Social Organisation of the Sciences* (Oxford University Press 1984, 2000).

More recently, he has studied the nature of capitalism in East Asia and Western Europe, as well as researching the development of firms and markets in Eastern Europe and the development of innovation systems. Recent books on these topics have included *Business Systems in East Asia* (Sage 1992), *European Business Systems* (Sage 1992), *The Changing European Firm* (Routledge 1996), *Governance at Work: The Social Regulation of Economic Relations* (Oxford University Press 1997), *Divergent Capitalisms: The Social Structuring and Change of Business Systems* (Oxford University Press 1999), *National Capitalisms, Global Competition and Economic Performance* (Benjamin, 2000), *The Multi-national Firm* (Oxford University Press, 2001), *Competing Capitalisms* (Edward Elgar, 2002) *Changing Capitalisms? Internationalization, institutional change and systems of economic organization* (Oxford University Press, 2005) and *Business Systems and Organisational Capabilities: The institutional structuring of competitive competences* (Oxford University Press, 2007).

He has also edited a special issue of *Organization Studies* on 'The Institutional Dynamics of Innovation Systems' (volume 21 (5), 2000), co-edited a special issue of the *Journal of Management Studies* on 'The Changing Multinational Firm' (volume 40 (3) 2003) and co-edited a special issue of *Organization Studies* on 'Institutions, Markets and Organizations' (volume 26 (12) 2005). Richard has served as co-director of the European Science Foundation's Programme on European Management and Organisations in Transition (1993-97); as chair of the European Group for Organisational Studies (1998-99), and as president of the Society for the Advancement of Socio-economics in 1999-2000. In 1998-99 he was Fellow in residence at the Netherlands Institute for Advanced Study in the Humanities and Social Sciences and in 1999-2000 he was visiting professor at the Institute of Innovation Research, Hitotsubashi University, Tokyo. From 2000-2004 he was a Visiting Professor in Comparative Business Systems at Erasmus University, Rotterdam.

Teaching and Research interests

Comparative Business Systems; East Asian Business; Innovation patterns in different institutional contexts; International Business and Management; Japan (Japanese Management); Multi-national

Companies; Comparative Organisational Analysis; Changing Public Science Systems; The Relationship between Knowledge and Practice in the Social and Management Sciences.

Authored books

- Whitley, R. 2007, *Business Systems and Organizational Capabilities: The institutional structuring of competitive competences*, Oxford University Press.
- Whitley, R. 2000, *The Intellectual and Social Organization of the Sciences (Second Edition: with new introductory chapter entitled 'Science Transformed? The Changing Nature of Knowledge Production at the End of the Twentieth Century')*, Oxford University Press: Oxford.
- Whitley, R. 1999, *Divergent capitalisms: the social structuring and change of business systems*, Oxford University Press: Oxford.

Edited books

- Whitley, R., Morgan E & Moen E 2005, *Changing Capitalisms? Internationalisation, Institutional Change and Systems of Economic Organization*, Oxford University Press: Oxford.
- Whitley, R. 2002, *Competing Capitalisms: institutions and economies*, Elgar: Cheltenham.
- Whitley, R., Morgan G & Kristensen P H 2001, *The Multinational Firm: organising across institutional and national divides*, Oxford University Press: Oxford.
- Whitley, R., Quack S & Morgan G 2000, *National Capitalisms, Global Competition and Economic Performance*, John Benjamins Publishing Company: Amsterdam.
- Whitley, R. & Kristensen P H 1997, *Governance at Work: the social regulation of economic relations in Europe*, Oxford University Press: Oxford.
- Whitley, R. & Kristensen P H 1996, *The Changing European Firm: limits to convergence*, Routledge: London.

Chapters in books

- Whitley, R. 2006, 'Innovation Systems and Institutional Regimes: the construction of different types of national and transnational innovation systems (in Lorenz, E. and Lundvall, B A. (eds) *How Europe's Economies Learn- coordinating competing models*)', in E Lorenz and B-A Lundvall (ed.), *How Europe's Economies Learn- coordinating competing models* , Oxford University Press, pp. 343-380.
- Whitley, R. 2005, 'Developing Transnational Organisational Capabilities in Multinational Companies: institutional constraints on authority sharing and careers in six types of MNC, in Morgan, G. et al (eds) *Changing Capitalisms?.*', pp. 235-276.
- Whitley, R. 2005, 'How National are Business Systems? The Role of States and Complementary Institutions in Standardising Systems of Economic Co-ordination and Control at the National Level, in Morgan, G. et al (eds) *Changing Capitalisms ?.*', pp. 190-231.
- Whitley, R. 2003, 'Changing Transnational Institutions and the Management of International Business Transactions', Edward Elgar, Cheltenham, pp. 108-133.
- Whitley, R. 2002, 'The Institutional Structuring of Market Economies (R Whitley ed)', Edward Elgar, Cheltenham, pp. ix-xxvii.
- Whitley, R. 2002, 'Multiple Market Economies: the role of institutions in structuring business systems', Brill, pp. 217-240.
- Whitley, R. 2002, 'The Sociology of the Sciences Yearbook: a Personal Retrospective',

Kluwer, Netherlands, pp. 1-9.

- Whitley, R. 2001, 'How and Why are International Firms Different? the consequences of cross-border managerial coordination for firm characteristics and behaviour', Oxford University Press, Oxford, pp. 27-68.
- Whitley, R. 2001, 'The Institutional Structuring of Business Transactions', Hart Publishing, Oxford, pp. 73-99.
- Whitley, R. 2001, 'National Innovation Systems', Elsevier Science.
- Whitley, R. 2001, 'Business Systems (ed M Warner)', Thompson Learning: London, pp. 715-728.
- Whitley, R. 2000, 'Societal Transformation and Enterprise Change in Eastern Europe: a comparison of Hungary and Slovenia', Peter Lang, pp. 49-78.
- Whitley, R. 2000, 'Developing Capitalisms: the comparative analysis of emerging business systems in 'the South'', Sage, pp. 25-41.
- Whitley, R., Hocevar M & Jaklic M 2000, 'Success without shock therapy in Eastern Europe: the case of Slovenia', John Benjamins, pp. 291-315.

Journal articles

- Whitley, R. 2006, 'Understanding Differences: searching for the social processes that construct and reproduce variety in science and economic organisation ', *Organization Studies*, vol. 27, pp. 1153-1177.
- Whitley, R. 2006, 'Project-based Firms: new organizational form or variations on a theme? Industrial and Corporate Change, 15.2006.77-99.', *Industrial and Corporate Change*, vol. 15(1), pp. 77-99.
- Whitley, R. & Steven Casper 2004, 'Managing Competences in Entrepreneurial Technology Firms: A comparative institutional analysis of Germany, Sweden and the UK', *Research Policy*, vol. 33, pp. 89-106.
- Whitley, R. 2003, 'From the Search for Universal Correlations to the Institutional Structuring of Economic Organisation and Change: The development and future of organisation studies', *Organization*, vol. 10, pp. 481-501.
- [Czaban, L.](#), Whitley, R., Hocevar M & Jaklic M 2003, 'Path Dependence and Contractual Relations in Emergent Capitalism: contrasting state socialist legacies and inter-firm co-operation in Hungary and Slovenia', vol. 24, pp. 7-28.
- Whitley, R., Morgan G, Sharpe D & Kelly W 2003, 'The Changing Japanese Multinational: application, adaptation and learning in car production and financial services', vol. 40, pp. 639-668.
- Whitley, R. 2003, 'Competition and Pluralism in the Public Sciences: the impact of institutional frameworks on the organisation of academic science', vol. 32, pp. 1015-1029.
- Whitley, R., Morgan G, Sharpe D & Kelly W 2003, 'Global Managers and Japanese Multinationals: internationalisation and management in Japanese financial institutions', vol. 14, pp. 1-19.
- Whitley, R. 2003, 'The Institutional Structuring of Organizational Capabilities: the role of authority sharing and organizational careers', *Organisation Studies*, vol. 24(5), pp. 667-695.
- Whitley, R. & Casper, S 2003, 'Managing Competences in Entrepreneurial Technology Firms: a comparative institutional analysis of Germany, Sweden and the UK', *Research Policy*, vol. 33(1), pp. 89-106.
- Whitley, R. 2002, 'Developing Innovative Competences: the role of institutional frameworks', *Industrial and Corporate Change*, vol. 11(3), pp. 497-528.

- Whitley, R., Morgan G, Sharpe D & Kelly W 2002, 'The Future of Japanese Manufacturing in the UK', vol. 39, pp. 1023-1044.
- [Czaban, L.](#) & Whitley, R. 2000, 'Incremental Organisational Change in a Transforming Society: managing turbulence in Hungary in the 1990s', vol. 37, pp. 371-393.
- Whitley, R. 2000, 'The Institutional Structuring of Innovation Strategies: business systems, firm types and patterns of technical change in different market economies', vol. 21, pp. 855-886.
- Whitley, R. 2000, 'The Institutional Dynamics of Innovation Systems', vol. 21, pp. 855-1004.