Clegg, S., Kornberger, M. and Pitsis, T. S. (2016), *Managing & Organizations: An Introduction to Theory and Practice* (4th Edition), London: Sage Publications; pp688, £48.99

The price stated above is for the paperback version of this book. The copy I received to review is the hardback version. In that format, the book is a weighty tome. That description applies not only to its size but also to its content. One meaning of the word tome is 'learned book'. Is that epithet accurate and deserved in this case? A summary of the publishing history shows a first edition in 2004, a second in 2008, a third in 2011 and this fourth in 2016. Such a history signals a popular and successful book. Popularity and sales success are not of course, as the authors of the book would no doubt agree, reliable indicators of quality. However, they do coincide in this case as the book, in my judgement at least, fully deserves the epithet of 'learned book'.

Given that the book is now in a fourth edition, it is likely to be familiar to many readers. For the benefit of exceptions to that, the book is an unashamed textbook aimed at supporting learning and teaching of what is commonly called, especially among rival textbooks, organisation behaviour. Textbook features to support learning and teaching are both standard and innovative. The standard features include chapter learning objectives, illustrative examples and cases of practice and application, in text activities and exercises, test yourself questions, chapter summaries, end of chapter case studies and guides to additional resources. These standard textbook features are supplemented by an online site with additional resources for both students and lecturers. The site for students includes some of the innovative features such as videos of the authors debating some of the content of a chapter. The site for lecturers provides standard resources such as power point presentations and additional case studies. So, as a textbook on organisation behaviour, this one stands comparison with others very well; it matches most of the standard features and provides some innovative additions. Some readers might wonder and so ask, as a textbook, what level of academic course it intended to support? I failed to find any answer to that question from the authors in their prefatory remarks and so I cannot say what audience guided their writing. But, the publisher's blurb on the back claims relevance to both undergraduate and postgraduate students. Personally, I would be comfortable using with, or recommending the text to, either undergraduates or postgraduates. As a self-defined introductory text though, it is perhaps more relevant to undergraduate courses. But what of the content?

There are three key points to make about the content of the book. First, it is presented in seventeen chapters organised into three parts. The three parts are likened by the authors to a photographer's lens. The first part is a close up of the individual level and immediate individual interactions, such as in teams; the second part is a wider shot of the organisation context within which individuals operate, such as organizational culture; and the third part a more panoramic view of the context within which organisations operate, such as globalization. That metaphor does not quite work in all cases, illustrated by the names attached to each part; i.e. respectively Managing People in Organizations, Managing Organizational Practices, and Managing Organizational Structures and Processes. But. It works well enough as an organising device. The second point is that the content is comprehensive, thorough and rigorous in its treatment. The authors claim that the book is 'undoubtedly scholarly'. It was a slight surprise to me to read such a claim since it is usual for others to make such judgement. That said, it is in my view 'undoubtedly' a justified and accurate claim. In my judgement, it is one of the most scholarly books available on the subject. The third point is that the authors adopt a declared and very clear realist position on the subject. In my understanding, what they mean by this is first a rejection of what they term 'desiccated science fiction' treatments of organizing and managing found in many textbooks, which

treat the subject as unproblematic. And second, an intention to include and grapple with the realities of organizations, and managing them, as messy, unpredictable, political and power ridden entities. Perhaps it is also significant that the authors declare an intention that the book will be 'fun' and 'engaging'. These are not normally qualities that students, and perhaps lecturers, associate with textbooks. In common with many of the quotes from leading scholars endorsing the book, included both inside and on the covers of the book, I am happy to report that the authors succeed in all of their intentions.

So, what is my overall judgement for readers of this journal? First, if you are leading or teaching on an organisation behaviour module, or similar, then have this book on your student reading list. I would go so far as recommending it as the essential text. Second, if you have an interest in the subject as an academic, a student or as a manager, then read the book. It has not been possible to cover the detail of the content. But, I can say that I came across new, to me, knowledge in most chapters and so I think most readers will find something new in the book. The content is certainly current at the time of publication, as well as including all expected concepts, theories and authors which have contributed to the subject. Finally, I think that readers of this journal will share the authors' fundamental perspective on organising and managing, and their approach to the subject. So, they are likely to enjoy reading the book without getting into mental disputes and screaming matches with the absent authors; a common experience of mine when reading many textbooks. It was nice to note the absence of that effect when reading the book and I think other readers of this journal will enjoy a similar experience.

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January 2017