

**Inside Organizations**  
**Anthropologists at Work**

**Edited by**  
**David N. Gellner and Eric Hirsch**



*Oxford • New York*

# Contents

<b>Notes on Contributors</b>	vii
<b>Acknowledgements</b>	xi
<b>Introduction:</b>	
<b>Ethnography of Organizations and Organizations of Ethnography</b>	
<i>Eric Hirsch and David N. Gellner</i>	1
<b>Part I: Business</b>	
1 Social Anthropology and Business Studies: Some Considerations of Method <i>Malcolm Chapman</i>	19
2 What is an Ethnographic Study? <i>Alexandra Ouroussoff</i>	35
<b>Part II: Science</b>	
3 Ethnography in the Laboratory <i>Christine Hine</i>	61
4 Ethnography in the Science Museum, London <i>Sharon Macdonald</i>	77
<b>Part III: Family, Health, and Welfare</b>	
5 Swords into Ploughshares: Manipulating Metaphor in the Divorce Process <i>Bob Simpson</i>	97
6 Observing other Observers: Anthropological Fieldwork in a Unit for Children with Chronic Emotional and Behavioural Problems <i>Simon Pulman-Jones</i>	117

## Contents

7	Stuck in GUM: An Ethnography of a Clap Clinic <i>Melissa Parker</i>	137
<b>Part IV: Development and Politics</b>		
8	Social Research in Rural Development Projects <i>David Mosse</i>	157
9	'Amongst Professionals': Working with Pressure Groups and Local Authorities <i>Simone Abram</i>	183
10	Understanding the Working Environment: Notes Toward a Rapid Organizational Analysis <i>Stella Mascarenhas-Keyes</i>	205
<b>Part V: An Ethical Case Study</b>		
11	Participation or Observation? Some Practical and Ethical Dilemmas <i>Martin O'Neill</i>	221
<b>Afterword:</b>		
	<b>Natives 'R' Us: Some Notes on the Ethnography of Organizations</b> <i>John Van Maanen</i>	231
	<b>Name Index</b>	263
	<b>Subject Index</b>	267

When is the anthropologist an insider to the organization, and when an outsider? What ethical issues arise when researchers are caught between observing organizations and participating in their work? In answering these and other questions the authors consider both the current status and future prospects for organizational ethnography. Comprehensive and varied, the book represents an invaluable aid to anyone interested in the politics and complexities of working life. Year: 2001. Edition: First Edition. Inside Organizations: Anthropologists at Work. David N. Gellner, Eric Hirsch.