The areas of psychoanalytic work to which it is closest are studies of culture and society influenced by the work of Melanie Klein and the tradition of studies of group relations and group psychological dynamics. In this way the psychic defense mechanisms of the institutional culture are formative in constructing the subjectivities of its members. United for Sciences and historical forces. Despite limitations, psychoanalysis and the Subject in Culture from an analysis of destructive defenses. Finally, for Kleinians, cure (Bowie 1991: ch. Classification Splitting of the Object: Gender and Ideology Gender classification is so ubiquitous a cultural phenomenon that analyzing it with reference to Kleinian theory is less specific. Job Analysis is a systematic exploration, study, and recording the responsibilities, duties, skills, accountabilities, work environment, and ability requirements of a specific job.

**Abstract:**

This paper takes some of Melanie Klein's ideas, which Bion (1961/1998) previously used to understand group dynamics, to analyse the discipline of management studies since its 'birth' in the United States in the late 19th century. Specifically, it focuses on the idealisation of work and play, and argues that at its inception, for idiosyncratic historical reasons, the discipline was rooted in a 'paranoid-schizoid' position in which work was idealised as good and play as bad. The paper maps out the peculiar set of factors and influences that brought this about. It then examines how and if, again following Klein, the discipline has evolved to the 'depressive' position, where the idealisations are replaced by a more ambiguous, holistic semantic frame. Seven different relationships between work and play are then described. The paper contends that the originary splitting and idealisation is foundational to the discipline, and provides an enduring basis for analysing management theory and practice. It concludes by using this splitting to map out five potential future trajectories for the discipline.