Developing in Organizations: Is Entry Destiny?

Carole Barnett;

Abstract
Originally published in Contemporary Psychology: APA Review of Books, 1992, Vol 37(6), 586-587. Reviews the book, Organizational Membership: Personal Development in the Workplace by Howell S. Baum (1990). The social sciences have generated a great diversity of inquiries about membership and development in work organizations. Howell Baum’s psychoanalytically based study enriches varied perspectives from psychology, sociology, adult development, organizational behavior, human resource management, and career theory by focusing on how unconscious organizational life influences both individual and institutional development. In contrast to many of the dominant, often competing, and more superficial approaches to understanding the work experience, this book seeks and attains a deeper wisdom, one that makes a useful contribution to the various viewpoints on workplace organizing. This book helps explain how the process of becoming an organizational member can facilitate or impede both intense individualism and intense loyalty to the institution. (PsycINFO Database Record (c) 2006 APA, all rights reserved)
Do international organizations act for the maintenance of international peace, or are they little more than guarantors of the interests of powerful states? “More than ever before in human history, we share a common destiny. We can master it only if we face it together. And that, is why we have the United Nations.” (Annan: 2001). During his millennium commencement speech, the Former Secretary-General Kofi Annan spoke about how the challenges of the twenty-first century would not be conquered if it weren’t for international organizations. It is widely believed that international organizations should be responsible for the maintenance of international peace and stability, be this economic, social or political, and that they should act in the interes