## REQUIREMENTS

1) Weekly memos (reaction papers) on the required books (200-500 words)

#### **BOOKS**

Many social science courses assign a lot of little bits and pieces from many sources: a chapter here, an article there, sometime even parts of chapters and articles. Articles are valuable forms of scholarly work (and you will write one in this seminar), and some kind of research is best published in this form. In my opinion, however, the most important aspect of one's intellectual life is reading books. Books are usually not just long articles, nor series of several articles. They are essentially different intellectual products in which an extended argument can be developed and crafted. Reading a book is not just a simple operation to understand an author's main idea. I think that the real excitement of reading scholarly work lies in the details as much as in the main arguments. Thus, for most of this seminar, we will read the entire book in this semester.

The following books have been ordered as required books at LSU Bookstore. They are all worth having in your permanent library.

- 1. Hobsbawm, Eric. 1994. The Age of Extremes. Vintage.
- 2. Polanyi, Karl. 1944. *The Great Transformation*. Beacon Press.
- 3. Schumpeter, Joseph. 1942. Capitalism, Socialism, and Democracy. Harper Perennial.
- 4.

# READING ASSIGNMENTS AND SPECIFIC TOPICS (subject to change)

١.

Week

Sen, Armatya. 2000. Development as Freedom. New York: Anchor Books.

Sen, Amartya. 1997. On Economic Inequality. Oxford: Oxford University Press.

Sen, Amartya. 1985. Commodities and Capabilities. Oxford: Oxford University Press.

Temkin, Larry. 1993. *Inequality*. New York: Oxford University Press.

The World Bank. 2006. World Development Report 2006: Equity and Development. Washington D.C.: The World Bank and Oxford University Press.

\*\*Neoclassical growth models and empirics:

Helpman, Elhanan. 2004. The Mystery of Economic Growth. Cambridge, MA: Belknap Press.

Lucas, Robert. 2001. Lectures on Economic Growth. Cambridge: Harvard University Press.

Mankiw, N. G., P. Romer, and D. Weil. 1992. "A Contribution to the Empirics of Economic Growth." *Quarterly Journal of Economics* 107: 407-438.

Jones, Charles. 2002. Introduction to Economic Growth. Second edition. New York: W.W. Norton & Company.

Pritchett, Lant. 2000. "Understanding Patterns of Economic Growth: Search for Hills among Plateaus, Mountains, and Plains." World Bank Economic Review 14: 221-250.

\*\*\*Critique of neoclassical theories:

Sraffa, Piero. 1960.

Blyth, Mark. 2002. *Great Transformations: Economic Ideas and Institutional Change in the Twentieth Century.* Cambridge: Cambridge University Press.

Bu ra, Ay e, and K aan A artan. 2007. Reading Karl Polanyi for the Twenty-First Century: Market Economy as Political Project. New York: Palgrave.

Burawoy, Michael. 2003. "For a Sociological Marxism: The Complementary Convergence of Antonio Gramsci and K arl Polanyi."

Silver, Beverly and Giovanni Arrighi. 2003. "Polanyi's "Double Movement": The Bell Époques of British and U.S. Hegemony Compared." *Politics and Society* 31: 325-355.

K rippner, G reta. 2001. "The E lusive Market E mbeddedness and the Paradigm of E conomic Sociology." *Theory and Society* 30(6): 775-810.

K rippner, G reta, et al. 2004. "Polanyi Symposium: A Conversation on E mbeddedness." *Socio-Economic Review* 2: 109-35.

## WEEK 5. ENGINES OF CAPITALISM AND POLITICAL COMPETITION

Economic sociology. Increasing returns. Entrepreneurs. Credit creation. Capitalism as civilization. Static and dynamic models. "Passion for destruction = creative passion." Elan vital. Cl

North, Douglass, and Robert Thomas. 1999[1973]. *The Rise of the Western World.* Cambridge and New York: Cambridge University Press.

The foundational book of neoclassical institutionalism.

Alexander Field. 1981. "The Problem with Neoclassical Institutional Economics: A Critique with Special Reference to the North/Thomas model of pre-1500 Europe." *Explorations in Economic History* 18: 174-98.

Arrighi, Giovanni. 2010. *The Long Twentieth Century: Money, Power and the Origins of Our Times.* London and New York: Verso. New and updated edition.

Arrighi, Giovanni. 2007. Adam Smith in Beijing: Lineages of the Twenty-First Century. London and New York: Verso.

Arrighi, Giovanni, Po-Keung Hui, Ho-fung Hung, and Mark Sheldon. 2003. "Historical Capitalism, East and West." In *The Resurgence of East Asia: 500, 150, and 50 Year Perspective*, edited by Giovanni Arrighi, Takeshi Hamashita, and Mark Sheldon. London and New York: Routledge, pp. 259-333.

Aston, T.H., and C.H.E. Philpin. 1985[1976]. *The Brenner Debate: Agrarian Class Structure and Economic Development in Pre-Industrial Europe.* Cambridge: Cambridge University Press.

Bairoch, Paul. 1993. Economics and World History: Myths and Paradoxes. Chicago: University of Chicago Press.

Beaud, Michel. 2001[1981]. A History of Capitalism, 1500-2000. New York: Monthly Review Press.

Beckert, Sven. 2014. Empire of Cotton: A Global History. New York: Alfred A. Knopf.

Bloch, Marc. 1961. Feudal Society, Volume 1: The Growth of Ties of Dependence; Volume 2: Social Class and Political Organization. Chicago: University of Chicago Press.

Brenner, Robert. 1976. "Class Structure and Economic Development in Pre-Industrial Europe." Past & Present 70: 30-75.

Marks, Robert. 2007. The Origins of the Modern World: A Global and Ecological Narrative from the Fifteenth to the Twentieth-first Century. Lanham: Rowman & Littlefiled Publisher.

Mielants, Erik. 2008. The Origins of Capitalism and the "Rise of the West" Philadelphia: Temple University Press.

Mokyr, Joel. 1990. The Lever of Riches: Technological Creativity and Economic Progress. New York: Oxford University Press.

North, Douglass. 1981. Structure and Change in Economic History. New York: Norton.

Morris, Ian. 2011. Why the West Rule - for Now. New York: Picador.

Parthasarathi, Prsannan. 2011. Why Europe Grew Rich and Asia Did Not: Global Economic Divergence, 1600-1850. Cambridge: Cambridge University Press.

Ringmar, Erik. 2007. Why Europe Was First: Social Change and Economic Growth in Europe and East Asia, 1500-2050. London: Anthem Press.

Toynbee, Arnold. 1956[1884]. The Industrial Revolution. Beacon Press.

Voigtlaender, Nico and Hans Joachim Voth. 2010. "The Three Horsemen of Growth: Plague, War and Urbanization in Early Modern Europe." Ms.

Vries, Peer. 2003. Via Peking to Manchester: Britain, the Industrial Revolution, and China. Leiden, The Netherlands: Research School CNWS.

Wallerstein, Immanuel. 2006. World-Systems Analysis. Durham: Duke University Press.

Here, Wallerstein provides a succinct account of his famous three volumes of *The Modern World-System*; the fourth volume has been published recently in 2011.

Wrigley, E. A. 2010. Energy and the English Industrial Revolution. Cambridge: Cambridge University Press.

Wong, R. Bin. 1997. China Transformed. Ithaca: Cornell University Press.

Wood, Ellen. 2002. The Origin of Capitalism: A Longer View. New York: Verso.

## WEEK 7. TERACTIONS OF CLASSES

Capitalist state vs. the state in capitalism. Class-in-itself and class-for-itself. Class interests. Class voting. Political interests. Fundamental contradictions in capitalist democracy. Parliament and president. Representativeness: literary vs. parliamentary representation. Politics of rhetoric. Hegemony. Strategic interactions.

#### Required reading:

Marx, Karl. 1994[1852]. The Eighteenth Brumaire of Louis Bonaparte. New York: International Publishers.

#### Recommended reading:

If you have time, read Marx's other works that completes his trilogy of revolutions: Class Struggles in France, 1848-1850 (1850) and Civil War in France (1871). See also Alistair Horne's The Fall of Paris: The Siege and the Commune, 1870-71 (2007[1965]), London: Penguin Books.

Gramsci, Antonio. 2003[1971]. *Selections from the Prison Notebooks*. New York: International Publishers. Formidable, convoluted work, must-read.

## Background and further reading:

\*For the survey of the capitalist state/the state in capitalism and civil society, read:

Barrow, Clyde. 1993. Critical Theories of the State. Madison: The University of Wisconsin Press.

Cohen, Jean, and Andrew Arato. 1994. Civil Society and Political Theory. Massachusetts: The MIT Press.

Evans, Peter, Dietrich Rueschemeyer, and Theda Scocpol. 1985. *Bringing the State Back In.* Cambridge and New York: Cambridge University Press.

\*\* The Eighteenth Brumaire:

Aron, Raymond. 2003[1968]. *Main Currents in Sociological Thought*. New Brunswick: Transaction Publisher (I think that A ron's interpretation of *The Eighteenth Brumaire* is still the best).

Carver, Terrell. 2004. "Marx's Eighteenth Brumaire of Louis Bonaparte: Democracy, Dictatorship, and the Politics of Class Struggle." In Peter Behr and Melvin Richter (eds.), Dictatorship in History and Theory. Cambridge: Cambridge University Press.

Cowling, Mark, and James Martin. 2002. Marx's Eighteenth Brumaire: (Post)modern Interpretations. London: Pluto.

K aratani, K ojin. 2012. "Introduction: On *The Eighteenth Brumaire of Louis Bonaparte.*" In *History and Repetition***e 12 (**w**ET BT 10** York: Columbia University.

Reid, Donald. 2007. "Inciting Readings and Reading Cites: Visits to Marx's *The Eighteenth Brumaire of Louis Bonaparte.*" Modern Intellectual History 4(3): 545-570.

\*

Offe, Claus. 1974. "Structural Problems of the Capitalist State: Class Rule and the Political System. On the Selectiveness of Political Institutions." *German Political Studies* 1: 31-54.

Therborn, Göran. 2008[1978]. What Does the Ruling Class Do When It Rules? London: Verso.

Fred, Block. 1977. "The Ruling Class Does Not Rule: Notes on the Marxist Theory of the State." Socialist Revolution 33: 6-27.

Laclau, Ernesto, and Chantal Mouffe. 1985. Hegemony and Socialist Strategy. London: Verso.

## II. THE POLITICS OF GROWTH AND INEQUALITY UNDER CAPITALIST DEMOCRACIES

## WEEK 8. INEQUALITY AND DEMOCRATIZATION

Schumpeterian conception of democracy revisited. Endogenous vs. exogenous democratization. Meltzer-Richard model revisited. Redistributive thesis. Elite competition. Mistakes. Information. Suffrage extensions. Threat of revolution vs. voice. Commitment problem. Cooptation. Problems with the simultaneous transitions.

Rueschemeyer, Dietrich, Evelyne Huber Stephens, and John Stephens. 1992. *Capitalist Development and Democracy*. Chicago: University of Chicago Press.

Tilly, Charles. 2005. Contention and Democracy, 1650-2000. Cambridge: Cambridge University Press.

\*\*Strategic interactions/transition games:

Gandhi, Jennifer and Adam Przeworski. 2006. "Cooperation, Cooptation, and Rebellion under Dictatorship." *Economics and Politics* 18 (1): 1-26.

Gates, Scott, and Brian D. Humes. 1997. "Information and Transitions to Democracy: An Examination of Przeworski's Democracy and the Market." Chapter 5 in Scott Gates and Brian D. Humes, *Games, Information, and Politics*, Ann Arbor: The University of Michigan Press.

K uran, Timur. 1989. "Sparks and Prairie Fires: A Theory of Unanticipated Political Revolution." *Public Choice* 61: 41-74.

Rustow, Dankwart A. (1970) "Transitions to Democracy." Comparative Politics 2(3): 337-363.

Przeworski, Adam (1986) "Some Problems in the Study of the Transition to Democracy." In *Transitions from Authoritarian Rule: Comparative Perspective*, edited by Guille

Lipset, Seymour, and Stein Rokkan. 1967. "Cleavage Structures, Party Systems, and Voter Alignments: An Introduction." In *Party Systems and Voter Alignments: A Cross-National Perspective.* Lipset and Rokkan (eds.). New York: The Free Press.

Manza, Jeff, and Clem Brooks. 1999. Social Cleavages and Political Change. Oxford: Oxford University Press.

Przeworski, Adam, and John Sprague. 1986. Paper Stones. Chicago: The University of Chicago Press.

Przeworski, Adam, Susan Stokes, and Bernad Manin. 1999. *Democracy, Accountability, and Representation*. Cambridge and New York: Cambridge University Press.

Schmitt, Carl. 1988[1926]. The Crisis of Parliamentary Democracy. Cambridge: The MIT Press.

Van Parijs, Philippe. 1987. "A Revolution in Class Theory." Politics & Society 15(4): 453-482.

Van der Waal, Jeroen et al.. 2007. "Class Is Not Dead – It Has been Buried Alive: Class Voting and Cultural Voting in Postwar Western Societies, 1956-1990." *Politics and Society* 35(3): 403-426.

## \*\*\*Analytical Marxism:

Carver, Terrel., and Paul Thomas. 1995. *Rational Choice Marxism*. University Park: Pennsylvania State University Press.

Cohen, G.A. 2000[1978]. Karl Marx's Theory of History: A Defense Expanded edition. Princeton: Princeton University Press.

Elster, Jon. 1985. Making Sense of Marx. Cambridge: Cambridge University Press.

Goldstein, Jonathan. 2006. "Marxian Microfoundations: Contribution or D etour?" Review of Radical Political Economics 38(4): 569-594.

Levi, Margaret. 1988. "Bringing People Back into the State: A Bibliographic Essay." In *Of Rule and Revenue*, Margaret Levi. Berkeley: University of California Press.

Mayer, Tom. 1994. Analytical Marxism. Thousand Oaks: Sage Publications.

Roemer, John. 1993. Analytical Marxism. New York: Cambridge University Press.

Tarrit, Fabien. 2006. "A Brief History, Scope, and Peculiarity of Analytical Marxism." *Review of Radical Political Economics* 38(4): 595-618.

#### WEEK 10. VARIETIES OF CAPITALISM (VOC): SOCIAL EUROPE VS. LIBERAL AMERICA

Why welfare by the state? Logic of industrialism. Power-resources theory. Democratic class struggle. "Three worlds." Social risks and social insurance. Capitalists against market. Trade-off between efficiency and equity? SMEs (or CMEs) and LMEs. Hump-shape. Rehn-Meidner model. Preferences of firms. Cross-class alliance. Complementarity and correspondence. Skill formation. Linkage between capitalism and representation system.

#### Required reading:

Pontusson, Jonas. 2005. Inequality and Prosperity: Social Europe vs. Liberal America. Cornell University Press.

K reuzer, Marcus. 2010. "Historical K nowledge and Quantitative A nalysis: The Case of the Origins of Proportional Representation." *American Political Science Review* 104(2): 369-392.

\*\*Further readings on VoC:

Albert, Michel. 1993. Capitalism vs. Capitalism. New York: Basic Books.

Amable, Bruno. 2003. The Diversity of Modern Capitalism. Oxford: Oxford University Press.

Crouch, Colin. 2005. Capitalist Diversity and Change. Oxford: Oxford University Press.

Dore, Ronald. 2000. Stock Market Capitalism: Welfare Capitalism Japan Germany vs. the Anglo-Saxons. Oxford: Oxford University Press.

Ebbinghaus, Bernhard, and Philip Manow. 2001. "Introduction: Studying Varieties of Welfare Capitalism." In Comparing Welfare Capitalism, Bernhard Ebbinghaus, and Philip Manow (eds.). London: Routledge.

Gourevitch, Peter, and James Shinn. 2005. Political Power and Corporate Control. Princeton: Princeton University Pr

Hall, Peter, and Daniel Gingerich. 2004. "Varieties of Capitalism and Institutional Complementarities in the Macroeconomy: An Empirical Analysis." MPifG Discussion Paper 04/5.

Hancke, Bob (ed.). 2009. Debating Varieties of Capitalism. Oxford: Oxford University Press.

Hollingsworth, Rogers, and Robert Boyer. 1997. "Coordination of Economic Actors and Social Systems of Production." In *Contemporary Capitalism: The Embeddedness of Institutions*, Rogers Hollingsworth and Robert Boyer (eds.). Cambridge: Cambridge University Press, pp. 1-47.

Iversen, Torben, and David Soskice. 2009. "Distribution and Redistribution: The Shadow of the Nineteenth Century." World Politics 61(3): 438-86.

Mares, Isabela. 2006. Taxation, Wage Bargaining, and Unemployment. Cambridge: Cambridge University Press.

Schmitter, Philippe. 1979. "Still the Century of Corporatism?" In Philippe Schmitter and Gerhard Lehmbruch (eds.)

\*\*\*Redistributive models and welfare state in general:

Amenta, Edwin. 1998.

Iversen, Torben, and David Soskice. 2006. "Electoral Institutions and the Politics of Coalitions: Why Some Democracies Redistribute More than Others." *American Political Science Review* 100(2): 165-181.

Hicks, A lexander, and Lane K enworthy. 2003. "Varieties of Welfare Capitalism." Socio-Economic Review 1: 27-61.

Janoski, Thomas, and Alexander Hicks. 1996. *The Comparative Political Economy of the Welfare State.* Cambridge: Cambridge University Press.

K asza, G regory. 2002. "The Illusion of Welfare Regimes." Journal of Social Policy 31(2): 271-287.

Kim, Wonik. 2007. "Social Risk and Social Insurance." Rationality and Society 19(2): 229-254.

Korpi, Walter. 1983. The Democratic Class Struggle. London: Routledge & Kegan Paul.

Marshall, T. H. 1964. Class, Citizenship and Social Development. Garden City: Doubleday & Company.

Moene, K arl, and Michael Wallerstein. 2003. "E arning I nequality and Welfare Spending: A Disaggregated Analysis." World Politics 55 (July): 485-516.

Moene, Karl, and Michael Wallerstein. 2001. "Inequality, Social Insurance, and Redistribution." *American Political Science Review* 95(4): 859-874.

Milanovic, Branko. 2000. "The Median-voter Theorem, Income Inequality, and Income Redistribution: An Empirical Test with the Required D ata." European Journal of Political Economy 16: 367-410.

Moss, David A. 2002. When All Else Fails: Government as the Ultimate Risk Manager. Cambridge: Harvard University Press.

Offe, Claus. 1993. Contradictions of the Welfare State. Cambridge: The MIT Press.

O'Connor, Julia S., and Gregg M. Olsen. 1998. Power Resources Theory and the Welfare State: A Critical Approach. Toronto: University of Toronto Press.

Pierson, Christopher. 2007. Beyond the Welfare State: The New Political Economy of Welfare. University Park: Pennsylvania State University Press.

Rehm, Philippe. 2011. "Social Policy by Popular Demand." World Politics 63(2): 271-99.

Piven, Frances, and Richard Cloward. 1993[1971]. Regulating the Poor: The Functions of Public Welfare. New York: Vintage Books.

Roemer, John. 2001. Political Competition: Theory and Application. Cambridge, Massachusetts: Harvard University Press.

Rosanvallon, Pierre. 2000. The New Social Question: Rethinking the Welfare State. Princeton: Princeton University Press.

Rothstein, Bo. 2001. "The Universal Welfare State as a Social Dilemma." Rationality and Society 12(2): 213-233.

Scruggs, Lyle, and James Allan. 2008. "Social Stratification and Welfare Regimes for the Twenty-first Century: Revisiting *The Three Worlds of Welfare Capitalism.*" World Politics 60(4): 642-664.

Stephens, John. 1980. The Transition from Capitalism to Socialism. Atlantic Highlands, New Jersey: Humanities Press.

Titmuss, Richard. 1974. Social Policy: An Introduction. New York: Pantheon Books.

Western, Bruce. 1997. Between Class and Market. Princeton: Princeton University Press.

Wilensky, Harold. 1975. *The Welfare State and Equality: Structural and Ideological Roots of Public Expenditures.* Berkeley: University of California Press, pp. 1-

Bourguignon, François. 2015. The Globalization of Inequality. Princeton: Princeton University Press.

Beramendi, Pablo, and Christopher Anderson. 2008. *Democracy, Inequality, and Representation: A Comparative Perspective.* New York: Russell Sage Foundation.

Grossman, Gene, and Elhanan Helpman. 2002. Special Interest Politics. Cambridge, Massachusetts: The MIT Press.

Milanovic, Branko. 2005. World Apart: Measuring International and Global Inequality. Princeton: Princeton University Press.

Nitzan, Jonathan, and Shimshon Bichler. 2009. Capital as Power. London: Routledge.

Panitch, Leo, and Sam Gindin. 2013. *The Making of Global Capitalism: The Political Economy of American Empire*. London and New York: Verso.

Rosanvallon, Pierre. 2013. The Society of Equals. Cambridge, Massachusetts: Harvard University Press.

Sandel, Michael. 2012. What Money Can't Buy. The Moral Limits of Markets. New York: Farrar, Straus and Giroux.

Stiglitz, Joseph. 2013. *The Price of I nequality. How Today's Divided Scriety E ndangers Our Future*. New York: W.W. Norton & Company.

#### WEEK 14. NEOLIBERAL GLOBALIZATION

Origins and consequences of current globalization. Embedded liberalism. Partisan model vs. electoralist model. Compensation thesis vs. efficiency thesis. Calmfors-Driffill model revisited. Median voters' theorem revisited. Interaction model in regression analysis. Globalization = neoliberalization? *Dependencia* again? Policy shift. Logic of retrenchment. State-society dynamic in an open economy. Trilemma of the world economy.

## Required reading:

Hays, Jude. 2009. Globalization and the New Politics of Embedded Liberalism. Oxford: Oxford University Press.

#### Recommended reading:

Cardoso, Fernando Henrique, and Enzo Faletto. 1979. *Dependency and Development in Latin America*. Berkeley: University of California Press.

Still relevant in the 21st century.

Duménil, Gérard, and Dominique Lévy. 2011. *The Crisis of Neoliberalism*. Massachusetts: Harvard University Press.

These French political economists provide quantitative evidence of why neoliberal projects have rigged democracies and plundered civil societies around the world; their analysis is as important as Piketty's.

Panitch, Leo, and Sam Gindin. 2012. The Making of Global Capitalism: The Political Economy of American Empire. London and New York: Verso.

Importance of the United State in shaping the post-war global capitalism.

O'D onnell, Guillermo. 1978. "State and Alliances in Argentina, 1956-1976. *Journal of Development Studies* 15(1): 3-33. The best single-case study article in comparative political economy, showing how global economy affects domestic politics, and how the state is "colonized" by civil society.

#### Background & further reading:

Alesina, Alberto, Nouriel Roubini, and Gerald Cohen. 1997. *Political Cycles and the Macroeconomy.* Cambridge: The MIT Press.

Atkinson, Anthony. 1999. *The Economic Consequences of Rolling Back the Welfare State*. Cambridge: Cambridge University Press.

Bardhan, Pranab, Samuel Bowles, and Michael Wallerstein. 2006. *Globalization and Egalitarian Redistribution*. Princeton: Princeton University Press.

Berger, Suzanne. 2005. How We Compete: What Companies Around the World Are Doing to Make it in Today's Global Economy. Random House.

Blanchard, O liver, and Justin Wolfers. 2000. "The Role of Shocks and Institutions in the Rise of European Unemployment: The Aggregate Evidence." *Economic Journal* 110 (March): C1-C33.

Cameron, David. 1978. "The Expansion of the Public Sector: A Comparative Analysis." *American Political Science Review* 72(4): 1243-1361.

Clark, William. 2005. Capitalism, Not Globalism: Capital Mobility, Central Bank Independence, and the Political Control of the Economy. Ann Arbor: The University of Michigan Press.

Collier, D avid, and Richard E. Messick. 1975. "Prerequisites V ersus D iffusion: T esting A Iternative E xplanations of Social Security A doption." *American Political Science Review* 69(4): 1299-1315.

Cox, Robert. 1081. "Social Forces, States, and World Order: Beyond International Relations Theory." *Millennium: Journal of International Studies* 10: 126-155.

D etleft, Jahn. 2006. "G lobalization as 'G alton's Problem': The Missing Link in the Analysis of Diffusion Patterns in the Welfare State D evelopment" International Organization 60: 401-431.

Duménil, Gérard, and Dominique Lévy. 2004. *Capital Resurgent: Roots of the Neoliberal Revolution*. Massachusetts: Harvard University Press.

Eichengreen, Barry. 2008. *Globalizing Capital: A History of the International Monetary System*. Princeton: Princeton University Press.

Frieden, Jeffry. 2006. Global Capitalism: Its Fall and Rise in the Twentieth Century. New York: W.W. Norton.

Frieden, Jeffry. 1991. "Invested Interests: The Politics of National Economic Policies in a World of Global Finance." *International Organization* 45(4): 426-451.