





Human Resource Development

SBITISAL HBR



Espoused

theory that questions the status quo of organizational performativity and worker oppression.

No actions to challenge or change practice!

Critical Human Resource Development



Impact on innovation in organizations & employees...

NO PRACTICAL APPLICATION



Critical Management Studies



Critical Theory, i.e., Frankfurt School

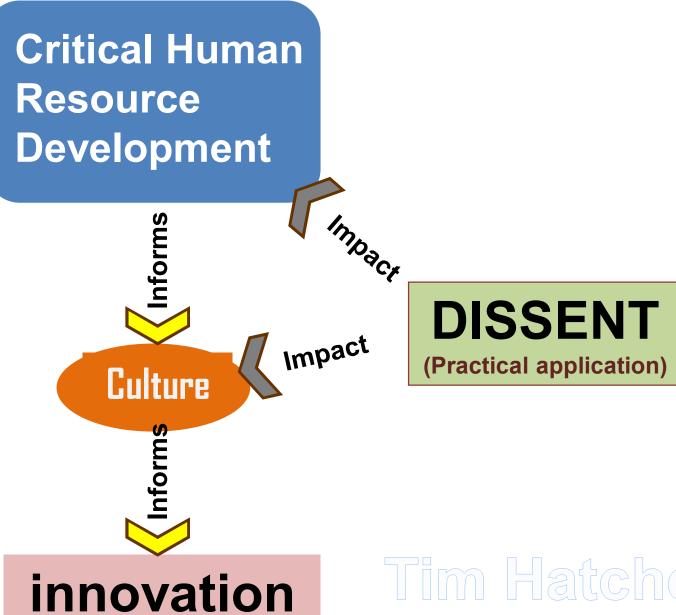
Tim Hatcher
Tina Irvine



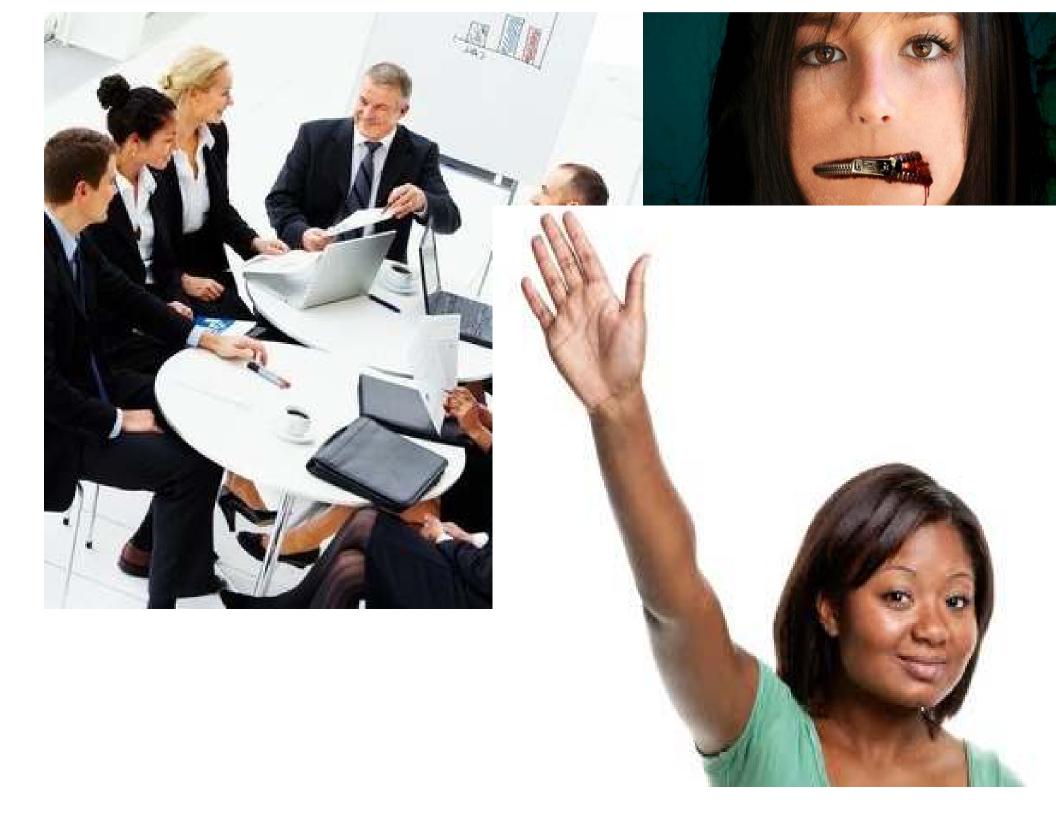
Theory in

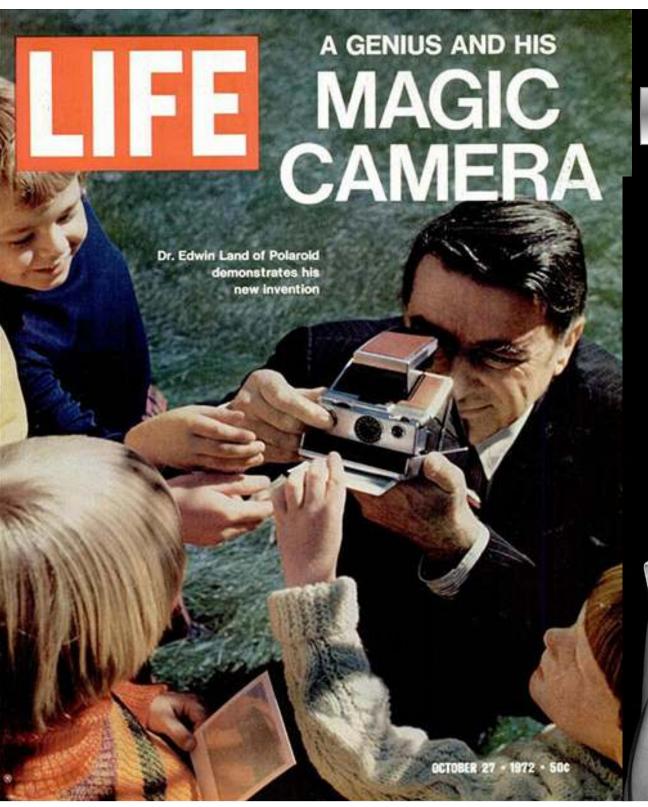
status quo of organizational performativity and worker oppression.

Actions exist to challenge or change culture!



Tim Hatcher Tina Irvine





Innovation



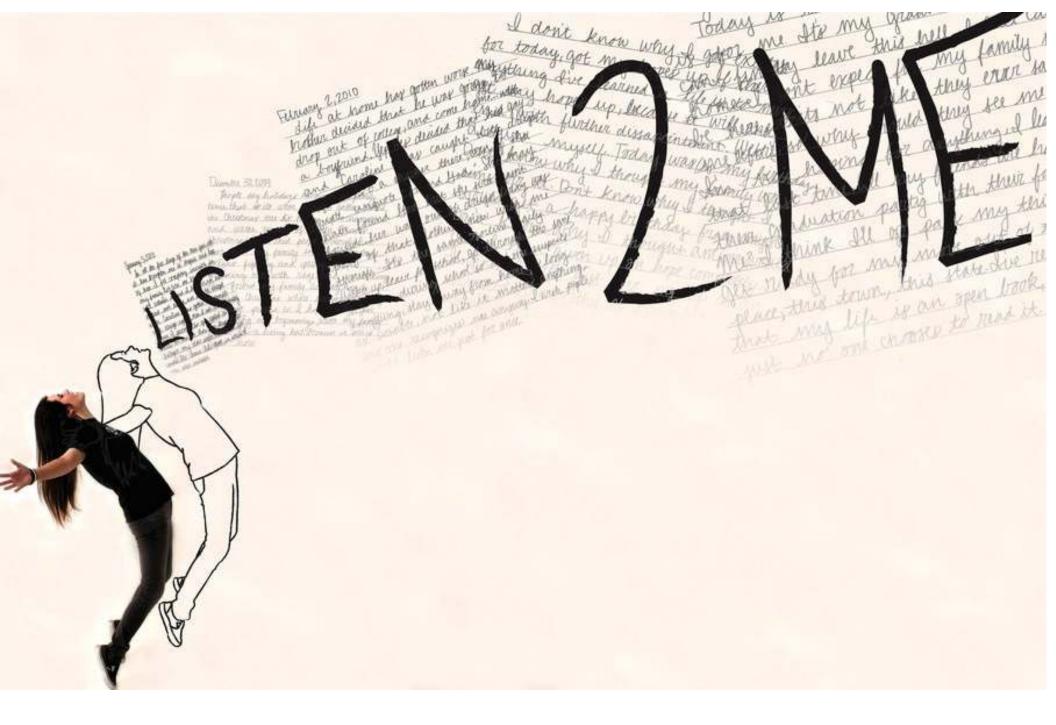




Innovative culture









Voices can't be stifled

1. Although critical theories such as CHRD serve to observe and criticize the *status* quo within organizations, to effect real change they must also suggest and support <u>actions</u> that impact practice.





