

Regulatory institutions

Normative institutions

Cognitive institutions

Institutions Influence in Several Ways

- 1. **Regulatory institutions** they constrain organizational behavior through rules and inducements of behavior.
- 2. Normative institutions they guide organizational behavior through a logic of appropriateness, and a sense of duty or an awareness of what one is "supposed" to do (i.e., path dependence and norms).
- 3. **Cognitive institutions** instead of acting under rules and obligations, individuals act because of conceptions. "Compliance occurs in many circumstances because other types of behavior are inconceivable; routines are followed because they are taken for granted as 'the way we do these things.'" (Scott 2001, p. 57).

Institutional Isomorphism

