

- organizational field




legitimacy

matters more than any other factor



isomorphism



HISTORY.

LANE HISTORY CORNER

NEO-INSTITUTIONALISM

- The term **organizational field** refers to “an[y] environment made up of organizations that interact around a given issue and affect one another via institutional processes.”
- DiMaggio and Powell determined that organizations within the same fields tend to look and act the same because **legitimacy matters more than any other factor**, e.g., competition.
- Institutions shaped by and shaping the same field thus tend to embrace similar habits and norms to retain legitimacy, called **isomorphism**.



Neo-Institutionalism

