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Symbolic Interactionism as a Methodology for Process Organization Studies: Grounding the Enactment of Competences in Organizational Life

Abstract – Management research often treats the competences within firms as *fait accompli*. Process organization studies can tackle this challenge through focusing on how and why competences emerge. We propose that symbolic interactionism is a suitable process philosophical framework to explore the social organization immanent in the accomplishment of key organizational processes. Through drawing on ethnography and the construction of living stories, a reconstructive empirical study of an organization shows how role taking contributes to competences.

Keywords: **Symbolic interactionism, social organization, story, process organization studies, organizational competence**
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