

INSTITUTIONAL PROCESSES IN THE ORGANISATIONAL FIELDS OF THE NATIONAL OLYMPIC COMMITTEES OF ETHIOPIA, TANZANIA AND MAURITIUS

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INTRODUCTION

This paper reports on three case studies that explore how institutions affect the National Olympic Committees (NOCs) of Ethiopia Tanzania and Mauritius. The research identifies the nation state, professions and international organisations and associations as the main institutional agents who lead regulative, normative and cognitive processes that affect NOCs.

Debates found in the institutional theory literature inform the evaluation of the construction and definition of the organisational field and provide a backdrop for the discussion on how NOCs are shaped by institutional expectations. Commenting on the underlying cultural frames operating in the three countries the paper traces the paths of the NOCs' development taking account of institutional patterns of organising and market opportunities.

METHODS

The methods employed in this research are qualitative and include organisational document analysis and interviews with twenty five key informants.

RESULTS

The results of the three case studies present the perceived roles of institutional agents in providing legitimacy for – as well as challenges to – the NOCs in each of the countries studied. Respondents' perceptions on the nature of the relationships among institutional agents also highlight the boundaries of the organisational field, institutional logics and the extent of structuration (degree of interaction and interorganisational structure) in the organisational field.

DISCUSSION

The discussion of the findings from the three case studies explores the two sides of the institutional coin providing an examination of the nature and consequences of institutional structure as well as seeking to explain the processes that shape the development of the institutional structure.

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