The Role of Space and Place in Organizational and Institutional Change: A Systematic Review of the Literature

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ABSTRACT   We present a systematic review of empirical articles investigating the role of place and space within the organizational and institutional change literature. In taking stock of the change literature, our aim is to better understand the nature and degree of scholarly engagement with concepts associated with place and space to inform a future research agenda. Our systematic review identified 290 empirical articles published between 1979 and 2020 that attended to organizational or institutional change and also engaged with space or place. Our analysis generated four archetypal perspectives that represent qualitatively different ways of viewing the role of place and space in how organizations and institutions change: functional perspective, situated perspective, experiential perspective, and mutually constituted perspective. We synthesize the four perspectives into a typology that reveals different levels of attention to change as process and to place and space as lived or physical phenomena, and cast light on different assumptions about the relationships between change and place or space that can guide future research.

Keywords: institutional change, organizational change, place, space, systematic literature review

INTRODUCTION

In this review article, we seek to advance the change literature by focusing attention on spaces and places as important but under-examined elements of organizational and institutional change. We see this as a crucial avenue for investigation because space and place are acknowledged as playing an important role in organizational and institutional

life, and yet studies of space and place seem to sit mostly apart from the extensive literature on organizational and institutional change. While there is an explicit research agenda directed at questions of how and when change happens in and around organizations and institutions (Langley and Tsoukas, 2017), inquiry into questions associated with *where* (the space or place) such change happens is fragmented (Stephenson et al., 2020; Van de Ven and Poole, 1995). As a result, the role of space and place in change has been relatively under-theorized. However, recent work has begun highlighting the need for greater theoretical and empirical attention to how places and spaces are implicated in the ways organizations and institutions change, adapt, evolve and are disrupted (e.g., Faulconbridge and Muzio, 2021; Khazanchi et al., 2018; Staggs et al., 2022; Wright et al., 2021). We see that these initiatives suggest that it is timely and portentous to take stock of the change literature and its engagement with place and space to inform and inspire a future research agenda.

To accomplish this stocktaking, we conducted a systematic literature review of the field of organizational and institutional change in order to gauge the nature and degree of scholarly engagement with the concepts of place and space. Our review asks: *what is the role of space and place in organizational and institutional change?* The following definitions anchor our review. Broadly speaking, organizational change is 'the difference in form, quality or state over time in an organizational entity' (Van de Ven and Poole, 1995, p. 512). Institutional change is 'the manner in which institutions are created, transformed and extinguished' (Dacin et al., 2002, p. 45), which includes the weakening or loss of taken-for-granted and shared meaning systems, beliefs, values and practices and their replacement with new institutions (Scott, 2014). Drawing from the space literature, we define space as 'built environments that emerge from organizational activities, objects, arrangements, and social practices' (Stephenson et al., 2020, p. 797). Place is a geographically-bounded location that has material form and is invested with meaning (Gieryn, 2000). Our definition of place is informed by literature in humanistic geography and sociology and assumes 'what begins as undifferentiated space becomes place as we get to know it better and endow it with value' (Tuan, 1977, p. 6). Put simply, place is 'space invested with meaning' (Cresswell, 2014, p. 19).

Consistent with the humanistic perspective in geography, we focused our review on the concepts of space and place together rather than restricting our attention to one concept and ignoring the other. Thus, our approach extends previous reviews that synthesize the management literature on space (Stephenson et al., 2020; Taylor and Spicer, 2007; Weinfurtner and Seidl, 2019), which ignored place and did not attend to change. Our both/and approach to space and place is advocated by Tuan (1977, p. 387), a seminal scholar in humanistic geography, who explains, 'Space and place together define the nature of geography. … Place is not only a fact to be explained in the broader frame of space, but it is also a reality to be clarified and understood from the perspectives of people who give it meaning'. Moreover, because the 'powers of place and space are really complex and elusive' (Sack, 1993, p. 326), we propose that connecting the concepts of place and space to the equally powerful but more well-developed concepts of organizational change and institutional change has the potential to open up new insights and lines of inquiry.

Our attention to space and place aligns with the emerging 'spatial turn' in management and organization studies (Ashkanasy et al., 2014; Shortt, 2015). Notably, concepts

from other fields with much deeper intellectual traditions of examining phenomenon through spatial and place-based perspectives, such as geography and anthropology, have begun to 'travel' into management studies. By taking stock of how the mainstream literature on organizational and institutional change engages with place and space, our review opens up avenues for improving explanations of change in organizations and institutions by attending more carefully and systematically to the question of where change happens. Place and space, by virtue of the way they locate change geographically (Tuan, 1977), offer new possibilities for studying organizational and institutional change to deepen and nuance theory, guide empirical work, and inform practice. At the same time, new light can be cast on places and spaces if we study how changes in organizations and institutions implicate their (re)production.

In the next sections, we explain how we conducted our systematic review of the literature, and how we analysed the content of the articles within our dataset to develop four distinct perspectives on the roles of place and space in organizational and institutional change. By engaging in this systematic review, we are able to reveal the ways in which space and place have been included but not fully theorized in studies of change, and develop a typology that helps to distinguish these different perspectives. More specifically, we contribute to the literature by (1) identifying the key dimensions that distinguish four perspectives offering qualitatively different ways of viewing the role of place and space in how organizations and institutions change, (2) synthesizing the four perspectives into a typology that reveals different levels of attention to change as process, and to place and space as lived or physical phenomena, and (3) explaining how our review casts light on different assumptions about the relationships between change and place or space that can guide future research inquiry. In doing so, we inform a more coherent and theoretically rich research agenda.

METHOD

Our method for conducting our review proceeded through four stages. In the first stage, we assembled an initial dataset of empirical studies of organizational and institutional change. At this first stage, we were guided by our broad aim of understanding how empirical studies in the literature on organizational and institutional change engage with – or not – the concepts of place and space. With this aim foremost in our mind, we limited our sources to peer-reviewed journals in management and organization studies since these are the primary outlets for publishing this type of research. We included the following journals on the Financial Times FT50 list, which is widely used by business schools: *Journal of Management Studies, Academy of Management Journal, Administrative Science Quarterly, Organization Science, Strategic Management Journal, Journal of Management, Organization Studies*, and *Human Relations*. Our data sources also included four management journals which are known for publishing articles on both change and space and place: *British Journal of Management, Organization, Scandinavian Journal of Management* and *Journal of Change Management*.

Our search period spanned 1979 to 2020. Our start year represents a time marker of the earliest scholarly engagement with either place or space in a management journal that we identified (i.e., a study of space by Oldham and Brass published in ASQ in 1979).

Guided by our research question, we searched titles, abstracts and keywords in our selected journals using the search terms 'organizational change' and 'institutional change'. This search identified an initial dataset of 3002 articles ostensibly on the topic of change.

In the second stage, we worked to extract a subset of change articles that also engaged with the concepts of space or place. We began by electronically searching the titles and abstracts of all articles using the following search terms that encompass concepts in the literature on space and place: enclosures, barriers, physical borders, visibility, openness, transparency, privacy, density, propinquity, accessibility, boundaries, flow, proximity, distance, core and periphery, centralization, location, placement, space, organizational space, spacing, layouts, furnishings, atmosphere, surroundings, decorations, physical stimuli, scales, micro- meso- and macro-spaces, geopolitical spaces, territory, geography, clusters, assemblages, local, dislocal, mobile, place, and non-place.

When these electronic keyword searches did not generate many articles, we switched to a manual search strategy to increase robustness. Sensitized by our keywords, we read each change article in the initial dataset with a particular focus on the abstract, methods and findings sections to identify articles that engaged convincingly with both organizational or institutional change and space or place. We excluded articles which were not empirical studies, and which listed change as a keyword but lacked clear focus on organizational and/or institutional change in framing and method. Consistent with Stephenson et al. (2020), we also excluded articles that use spatial concepts such as 'spaces' and 'voids' as metaphors to describe social, virtual or imagined communities/organizations/institutions. Given our interest in place which is defined in part by its geographical locale, we focused on organizational spaces that are part of the built environment and/or have a physical element. For a similar reason, we omitted articles that mentioned nation states or national culture unless they made explicit reference to geography or place-based identities, as well as studies that focused on issues of climate change, ecology and the natural environment from an ecological rather than social-scientific perspective. Three authors and a second research assistant were involved in this search of our initial dataset, which generated a subset of 290 articles which we judged to be most relevant to our research question.

In the third stage, we turned to inductive coding of the articles to address our research question. While assembling the subset of articles during the previous stage, we noticed that studies focused on change as either an outcome or as a process, and conceptualized space and/or place as either 'physical' (i.e., maps, coordinates, location, proximity) or as 'lived' (meaningful locales where people's experiences are foregrounded). Armed with these distinctions, the four authors independently read and coded ten articles before meeting to discuss and agree an emerging framework. We independently coded a further ten articles and met to cross-check our coding and clarify our tentative framework.

In the fourth stage, one author with the assistance of another author and a research assistant began coding the remaining articles, discussing any articles they were unsure about. The four authors met multiple times to refine the tentative framework, with the two authors not involved in article coding asking questions to probe and challenge emerging interpretations. As coding progressed, the tentative framework became more robust and developed into four archetypal perspectives which depicted qualitatively different understandings of the role of place and space in organizational

and institutional change. We labelled the four perspectives as follows: (1) the *functional perspective*, which views place and space through their functional purpose as the locations and settings for organizational activity and work; (2) the *situated perspective*, which sees place and space as part of the broader context in which processes associated with organizations and institutions are situated; (3) the *experiential perspective*, which attends to place and space as meaningful human experiences in and around organizations and institutions, and (4) the *mutually constituted perspective*, which views place and space as being established in relation to organizations and institutions such that particular places and spaces socially construct, and are themselves socially constructed by, organizations and institutions.

The final coding of papers into these four perspectives was an iterative process that involved significant discussion among the authors. Some papers were easily classified into a single perspective, while others were more ambiguous and appeared to overlap perspectives. For example, papers using quantitative event-series methods to study regional institutional logics appeared to have elements of both the functional and mutually constituted perspectives. Other papers on institutional change – including some of our own published research – seemed to crosscut the situated and mutually constituted perspectives. As a team, we made a final decision about which perspective to code a particular paper into based on what we – as readers making retrospective judgements about our own and other authors' work – judged to be that paper's dominant or over-arching conceptualization of how space and place entered theorizing about change. When our coding was complete, the breakdown of articles categorized into each perspective was functional perspective (75 articles), situated perspective (110 articles), experiential perspective (42 articles), and mutually constituted perspective (63 articles). A summary of the breakdown of the articles coded to each perspective is presented in Table I.

FOUR ARCHETYPAL PERSPECTIVES

In this section, we elaborate the four archetypal perspectives we uncovered in our review. Each perspective offers a distinctive view of the role of place and space in studies of organizational and institutional change. When presenting each perspective, we first introduce the perspective and its archetypal assumptions before describing in more detail the particular conceptualization of change, conceptualization of place and space, methodological approach, and nature of contributions.

Functional Perspective

The functional perspective emphasizes the functional purpose of places and spaces. This perspective assumes that places and spaces function as geographic locations and physical settings respectively in organizations and institutions and are therefore variables that have consequences for change. Implicit in this perspective is an understanding of places and spaces as entities that can be separated ontologically from organizations and institutions and the relationships between them studied through logico-scientific modes of knowing.

Table I. Summary of coding of articles

Journal	Functional Perspective	Situated Perspective	Experiential Perspective	Mutually Constituted
Journal of Management Studies	9	15	4	6
Academy of Management Journal	15	18	2	20
Administrative Science Quarterly	11	10	1	6
Organization Science	9	14	1	10
Strategic Management Journal	15	1	0	1
Journal of Management	0	1	0	0
Organization Studies	7	12	12	7
Human Relations	1	10	8	3
British Journal of Management	4	15	4	0
Organization	0	1	7	4
Scandinavian Journal of Management	0	3	1	0
Journal of Change Management	4	10	2	6
Total	75	110	42	63

Conceptualization of change. Our analysis indicates that studies adopting a functional perspective tend to conceptualize organizational and institutional change in either one of two ways. The first way involves conceptualizing change as an outcome that can be explained by relationships among concepts expressed primarily in variance models. Studies, for example, explain the extent of changes in organizational structure (Zajac and Kraatz, 1993), controls (Alexander, 1991), governance (Boeker and Goodstein, 1991), strategies and aspirations (Hu and Hafsi, 2010; Shinkle and Kriauciunas, 2012), organizational form (Delacroiz and Swaminathan, 1991), and adoption or abandonment of institutionalized templates (D'Aunno et al., 2000; Kriauciunas and Kale, 2006) by linking together variables associated with environmental, organizational, competitive market, and institutional factors and pressures.

The second way of conceptualizing organizational and institutional change combines both variance and process theorizing, often drawing on theories related to diffusion, population ecology, social movements, and co-evolution. Change is conceptualized in à priori theoretical propositions or hypotheses which broadly aim to explain the effect of events on the outcomes of change or the effect of variables on the evolution of change events and patterns. Examples include the effect of an institutional regime shift or market reform on firm-level strategic change and performance (Banalieva et al., 2015; Huang et al., 2017), the effect of professional experts on the diffusion of innovative practices throughout fields (Mohliver, 2018), and the effect of environmental variables on the co-evolution of firms and industries (Murmann, 2013). Irrespective of whether variance theorizing is used alone or in combination with process theorizing, a key characteristic of the functional perspective is that explanations of organizational and institutional change

pay less attention to modelling process phenomena in nuanced and multi-layered ways as compared to other perspectives.

Conceptualization of place and space. The functional perspective views places and spaces through a similarly narrow conceptual lens. Places enter theorizing through their functional purpose as the geographic location where organizations and institutions operate, such as nations (Edwards and Edwards, 2015; Murmann, 2013; Shinkle and Kriauciunas, 2012), regions (Durand et al., 2007; Washington and Ventresca, 2004), provinces (Banalieva et al., 2015; Huang et al., 2017), counties (Boeker and Goodstein, 1991), cities (Greve and Taylor, 2000; Pinsonneault and Kraemer, 2002), towns (Luo and Chung, 2005), and agricultural land (Delacroiz and Swaminathan, 1991; Stoeberl et al., 1998). Spaces enter theorizing through their functional purpose as the physical setting where work happens inside organizations or, in the words of Robertson et al. (1993, pp. 620–1), 'the physical space in which organizational activity occurred', including buildings and grounds (Bamber and Lansbury, 1988; Coombes and Ketchen, 1999), factories and plants (Whitaker, 1986; Wilkinson et al., 1995), and offices (Arai, 2007). Descriptions of places and spaces focus on attributes that qualify their functional purpose as locations and settings which exist separately from, but are predicted to be potentially consequential for, organizational and institutional change. Places, for example, are reduced to variables that are theorized to have an effect on changes in organizational structure, form, strategy and performance and institutional fields through geographic proximity (Gaba and Meyer, 2008; Lee and Pennings, 2002; Lomi and Larsen, 1996), geographic diversity (Casile and Davis-Blake, 2002), geographic density (Alexander, 1991; Greve and Taylor, 2000), mobility (Murmann, 2013; Turnbull and Wass, 1997), urban or rural nature (Fennell, 1984; Ruef, 1997), and land use (Delacroiz and Swaminathan, 1991; Stoeberl et al., 1998; Usher and Evans, 1996). Although spaces are less prominent than places in the functional perspective, some studies of strategic change and change interventions express spaces in variables associated with the 'physical work setting' (Robertson et al., 1993, p. 619), such as the use of surgery rooms (Naranjo-Gil et al., 2008) and plant relocation (Whitaker, 1986).

Methodological approach. These conceptualizations of change and of place and space inform the functional perspective's methodological emphasis on quantification. Datasets are assembled from large-scale surveys (e.g., Fennell, 1984; Gilani et al., 2018; Hu and Hafsi, 2010) and from secondary longitudinal timeseries databases compiled by stock markets, industry and government (e.g., Banalieva et al., 2015; Chakrabarti et al., 2007). Data analysis largely relies on statistical hypothesis testing, with regression techniques applied to explain variance (e.g., Reid and Toffel, 2008; Shinkle and Kriauciunas, 2012) and techniques involving timeseries and event history methods (e.g., Ginnsburg and Buchholtz, 1990; Stoeberl et al., 1998) and simulations (e.g., Asmussen et al., 2016) used to 'quantify process phenomena' (Langley, 1999). A small number of studies collected interview data to operationalize variables (e.g., Durand et al., 2007), while a few studies reported descriptive historical case studies that relied on sparse data to identify variables and relationships (e.g., Arai, 2007; Bamber and Lansbury, 1988; Whitaker, 1986).

In addition to adopting analytical techniques that do not 'plunge deeply into the [change] processes themselves' (Langley, 1999, p. 691), a common feature of the

methods adopted in the functional perspective is a lack of contextual richness in the operationalization of variables associated with place and space. For example, in their study of institutional change through interorganizational imitation, Barreto and Baden-Fuller (2006) operationalize location attractiveness of a bank branch location in Portugal as a dichotomous variable of attractive or unattractive profitability. In another example, Hu and Hafsi (2010) distinguish only between locations in east and western China when studying the strategic change of firms in a transitional context. Other studies measure location effects through distances in miles or kilometres (Asmussen et al., 2016; D'Aunno et al., 2000; Skiti, 2020) and include city populations and regional dummy variables as control variables (e.g., Amburgey et al., 1993; Castellaneta et al., 2020; Greve and Taylor, 2000). For researchers in the functional perspective, these kinds of numerical measures provide simple and unambiguous representations of locations and settings and allow sufficient degrees of freedom for statistical testing of their relationships to change outcomes and events. However, reliance on quantification also obscures the particularity and meaningfulness of places and spaces.

Nature of contributions. Studies in the functional perspective generate findings that offer parsimonious explanations of the role of place and space as locations and settings in organizational and institutional change. Findings tend to test the effects of variables associated with location and/or setting among a larger set of variables and present causal models explicating significant factors that contribute to change. Because the research aim for many studies does not explicitly attend to place and space and the methodological approach replaces their richness and variety with general indicators, the findings salient to place and space tend to be peripheral rather than core to the paper. Findings contribute basic rather than deep knowledge of how place and space matter in change. Contributions tend to be narrow in scope and center on extending the literature on organizational and institutional change. They do so by developing theory about change outcomes, and to a lesser extent processes, which is broadly generalizable across different place locations and space settings.

Situated Perspective

The situated perspective focuses on understanding the processes through which organizations and institutions change. This perspective views the places and spaces in which organizations and institutions are situated as part of the context surrounding a change process and assumes that change processes can only be fully understood in terms of the context in which they play out. In comparison to the functional perspective, the situated perspective pays much closer attention to the processes shaping change outcomes and invokes a broader and more comprehensive conceptualization of places and spaces.

Conceptualization of change. Our analysis shows that studies adopting a situated perspective conceive of organizational and institutional change as a temporally evolving process that comprises activities, events and actors (Langley et al., 2013). Studies explore

how and why changes in organizations and institutions emerge and unfold over time through activities associated with, for example, everyday work practices (Smets et al., 2012), routines (Feldman, 2000), and strategy making (Clark and Soulsby, 1999; Flier et al., 2003; Rowlinson, 1995) and through actions and interactions shaped by actor's interests, interpretive schemas and emotions (Fan and Zietsma, 2017; Holm, 1995; Zilber, 2002). Change processes may be triggered, accelerated, stalled or disrupted by how actors interpret and respond to different events, including field-configuring events (Oliver and Montgomery, 2008; Schüßler et al., 2014), key organizational events such as disputes and restructures (Bartenuk, 1984; Stevenson and Greenburg, 1998), environmental jolts including state and regulatory reform (Fox-Wolfgramm et al., 1998; Jing and Benner, 2016; Smith and Zeithaml, 1996) and crisis events (Christianson et al., 2009). In conceptualizing change as a process phenomenon which happens to or inside organizations and institutional fields (Langley et al., 2013), studies in the situated perspective often seek to deepen and nuance process theorizing of organizational and institutional change by drawing on theories with strong sociological roots. Common theoretical frames are structuration, practice theory, institutional logics, institutional work, and social movement theory. Some theories that appear in the functional perspective are also drawn upon – such as diffusion and co-evolution – although much closer attention is paid to leveraging them to study change in motion (Cloutier and Langley, 2020).

Conceptualization of place and space. The situated perspective's conceptualization of change as a process engenders a more expansive view of places and spaces beyond the relatively narrow purpose of geographic locations and physical settings that typifies the functional perspective. Because change processes unfold over time and in context, places and spaces enter theorizing in situated ways as part of the rich context in which activities, events and interactions associated with change processes play out. Place, which continues to be more conceptually prominent than space, is recognized as having historical, sociocultural, political, and economic attributes in addition to location. Studies describe the situatedness of change in, for example, the culture and history of 'big city' and 'backwater' towns in the USA (Fox-Wolfgramm et al., 1998), a neighborhood within the 'Israeli local geopolitical and sociocultural environment' (Zilber, 2002, p. 240), government-regulated fishing waters in Norway (Holm, 1995), communities in local and regional government areas (Butler, 2003; Hansen and Jacobsen, 2016; Hinings et al., 2003) and the economies and politics of cities and regions in the Czech Republic (Clark et al., 2010), Poland (Brown, 2007), and China (Jing and Benner, 2016; Raynard et al., 2020). In other studies, a change in the use of organizational space provides the context for organizational change in practices, routines, strategies and technologies. Here, concepts associated with spatiality are invoked to provide fuller descriptions of both the context and content of organizational change processes. Studies described, for example, how change involving office renovations, building redesigns and new factory sites impacted physical separation and proximity (Repenning and Sterman, 2002; Sillince et al., 2001), co-location (Heldal, 2015), multi-site working relations (Buchanan et al., 2005), the

flexibility and remoteness of work (Jemine et al., 2020), 'local identification' (Clark et al., 2010), and geographic mobility (Brown et al., 2015).

Our analysis of studies in the situated perspective highlights two common threads in the conceptualization of place and space. The first is that the use of concepts associated with place and space tends to be vague and imprecise, and there is no engagement with specific literature salient to place and space. A notable illustration is Jay's (2013, p. 143) study of the Cambridge Energy Alliance, which includes 'space' as a separate dimension of institutional logics without defining space or elaborating the link between space and institutional logics. Jay (2013) characterizes the logics of the state, market, and civil society respectively as public meetings and hearings; homes and businesses as clients; and neighborhoods, events, intimacy. This illustration points to the second thread we uncovered in our analysis. Although studies in the situated perspective have a more comprehensive and multi-dimensional understanding of places and spaces than studies in the functional perspective, the situated perspective largely relies on observable properties of place and space to depict the richness of the context where change is happening and avoids close examination of the human experiences involved in making places and spaces. This has the effect of objectifying places and spaces while assuming organizational and institutional change processes, as the primary focus of research interest, are socially constructed. People are assumed to experience change processes *in* places and spaces, while people's lived experiences *of* places and spaces and the implications for change processes remain relatively unexamined. By subsuming places and spaces into a broader conceptual category of 'context' (Purdy and Gray, 2009; Smets et al., 2012) or 'institutional landscape' (Raynard et al., 2020, p. 1304), the situated perspective offers a partial view of places and spaces that obscures the human experiences that make them meaningful as specific conceptual categories in their own right.

Methodological approach. The situated perspective's research aim of understanding change processes in context guides adoption of methods that are well suited to undertaking process research (Langley, 1999). Most studies apply qualitative interpretive approaches and favor research designs involving longitudinal analysis of single or multiple case studies because of their suitability for exploring processes over time and in their natural context (Yin, 2009). To 'zoom in' on how change unfolds, case selection prioritizes specific places and spaces where change processes are expected a priori to be transparently observable. Examples include selecting a grappa distillery in Northern Italy as a case of institutional change in status categories (Delmestri and Greenwood, 2016), selecting a government organization in a Nordic city as a case of strategic change in pluralistic organizations (Sorsa and Vaara, 2020), and selecting the collapse of the Baltimore and Ohio Railway Museum in a snowstorm as a case of organizational change arising through learning from rare events (Christianson et al., 2009). Other examples include investigating change processes by selecting multiple cases to allow comparison across places, such as selecting law firms in England and Germany to capture 'embeddedness in two separate jurisdictions with different institutional legacies' (Smets et al., 2012, p. 880), selecting offices of dispute resolution in different US states as 'multiple local contexts' (Purdy and Gray, 2009, p. 373), and selecting five cases of rural and urban public schools in Denmark

because they allow detailed tracing of differences in strategic responses to regulation (Hansen and Jacobsen, 2016). In other examples, a new science laboratory offered 'a cool place' to explore changes in organizational schemata (Rerup and Feldman, 2011, p. 587) and the 'suburbs surrounding shared facilities' allowed investigation of organizational change as a response to collective bargaining power (Brown et al., 2015). Case data is contextually rich and collected longitudinally through ethnographies, interviews, observations, archival documents, and, occasionally, videos, photographs, social media and questionnaires.

Nature of contributions. Studies in the situated perspective generate findings that provide detailed and nuanced accounts of unfolding change processes in and around organizations and institutions. Findings are commonly elaborated in concepts and mechanisms that variously trigger, enable, maintain, disrupt, pace, and otherwise shape organizational and institutional change in sequences, stages and/or cycles (e.g., Golden-Biddle, 2020; Huising, 2014). Because of their intentional empirical grounding in the specificity of places and spaces, theorizing tends to be conceptually dense and multi-layered in terms of the categories of actors, activities and events, and the levels of individual, organizational, and institutional analysis used to explicate change (Dattee and Barlow, 2017; Purdy and Gray, 2009). Theorization of change processes is either reported discursively or depicted in diagrammatic models. Concepts associated with place and space are included in process theorization when they emerge as salient in the empirical data, such as local community (Plowman et al., 2007), local practices (Smets et al., 2012) and local and regional networks (Castel and Friedberg, 2010; Van Wijk et al., 2013), being identified as enablers or mechanisms in a change process. In other studies, place and space are evident in the empirical data but are theorized in ways that conflate them with more mainstream conceptual categories in management and organization studies, for example when physical space is theorized as a 'resource' for creating new organizational routines (Feldman, 2004).

Under-theorization of place and space occurs because claims to contributions in the situated perspective are centred on developing theory that advances scholarly conversations, debates and puzzles in the literature on organizational and institutional change. The role of place and space is to provide the contextual backdrop for mid-range processual theories about change rather than to be a source of theoretical contributions in their own right. Even studies that selected multiple cases situated in very different places – for example, Nicolini et al.'s (2016) study of pharmacies in the UK, Italy, Sweden and the USA, and Forster et al.'s (2006) comparative case studies of electricity companies in Gambia and New Zealand – leveraged the contextual differences in their cases to develop more robust and insightful contributions to understanding change processes and did not seek to advance the literature on place and space. More often than not, the situated perspective recognizes a study's contextual dependence on place and space as creating scope conditions on the theoretical explanations that anchor the novelty of claimed contributions to the change literature. Thus, there is an emphasis on the need for future research that removes theorized change processes from their situatedness in the places or spaces under study and explores what happens to these dynamics when they are 're-situated' in other places and spaces that may be similar or different.

Experiential Perspective

The experiential perspective focuses on place and space as lived experiences. It is underpinned by an ontological assumption that places and spaces are not purely physical and material entities but rather are processes that are socially reproduced as people interact with them in and around organizations and institutions. Thus, in contrast to the situated perspective's emphasis on understanding organizational and institutional change as process phenomena, the experiential perspective turns the lens away from change and on to spaces and, to a lesser extent, places as the theoretically salient process phenomena of research interest.

Conceptualization of change. Our analysis shows that studies adopting an experiential perspective conceive of change as an event that happens in organizations and institutions which has implications for how people experience place and space. This conceptualization of change as a triggering event differs in two important ways from the situated perspective's engagement with the unfolding of events and activities in organizational and institutional change processes. First, the experiential perspective conceives of the change event as narrow and bounded in scope. Change is mostly positioned at the micro level, focusing on how individual or small group processes play out inside of organizations after a change event that has a spatial element. Examples include the adoption of new technologies (Nicolini, 2007; Prasad, 1993; Storey, 1987), new production processes (Buchanan and Bessant, 1985), lean management principles (Alcadipani et al., 2018), new office layouts (Dale, 2005; Zalesny and Farace, 1987), new buildings (Irving et al., 2020), and flexible work practices (Bean and Hamilton, 2006; Richardson and McKenna, 2014). A small group of studies consider how these types of changes are associated with institutions, such as the institutional pressures for tele-homeworking (Peters and Heusinkveld, 2010) and how people's local experiences of community gardens confronts institutional politics (Shaw et al., 2018). For the most part, change events at the level of the organization and institution are of interest only within the narrow bounds of triggering micro-level changes in how individuals use space and place (e.g., Courpasson et al., 2017; Gonsalves, 2020; Kellogg et al., 2006; Prasad, 1993) or because they allow comparisons of managers' and workers' spatial experiences at different moments in time (Buchanan and Bessant, 1985; McElroy and Morrow, 2010; Simpson, 1998).

Second, the experiential perspective's foregrounding of theorization about space and place means that concepts and theoretical explanations related more substantively to the literature on organizational and institutional change processes are given less attention. Research aims to explore the spatial experiences triggered by the change event and their specific implications for management/managers and work/workers, rather than to develop deep insight into the unfolding of higher-order change processes for an organization or institution. In Alcadipani et al.'s (2018) study, for example, the change event is the introduction of lean management which triggers shifts in territorial domination on the shopfloor, while in Bean and Hamilton's (2006) study a 'downsizing event' in a telecom company triggers sensemaking responses in nomadic workers. Studies that are centrally positioned in the literature on organizational space tend to engage superficially with organizational and institutional

change processes, typically describing the change event generically and in a straightforward manner within the research context or methods (e.g., Dale, 2005; Elmholdt et al., 2018; Irving et al., 2020; Richardson and McKenna, 2014).

Conceptualization of place and space. In contrast to the narrow conceptualization of change as an event, the experiential perspective adopts sophisticated conceptualizations of space and place as process phenomena that are socially constructed and (re)produced. Our analysis identified two distinctive characteristics of this conceptual approach to space and, to a lesser extent, place. First, conceptualizations are informed by the literatures in sociology, humanistic geography, anthropology, and architecture. Sociologist Henri Lefebvre's (1991) writing on space is particularly influential, with studies invoking his notion of space as simultaneously conceived by powerful actors, perceived in material form, and lived out by people in day-to-day actions and interactions (e.g., Dale, 2005; Halford and Leonard, 2006). Theoretical frames that express the relational and processual aspects of space are also popular, with studies drawing on Foucault's ideas on the link between space, surveillance and power (e.g., Brocklehurst, 2001; Iedema and Rhodes, 2010), Latour's actor-network theory (e.g., Richardson and McKenna, 2014) and Gibson's affordance theory (e.g., Elmholdt et al., 2018). There is also some application of theories on spatiality developed by organizational scholars, particularly Beyes and Steyaert's (2012) proposal of a 'non-representational' theory of space as something that is practiced, embodied, fluid, affective, political and multiple. Beyes and Steyart's ideas are inspired by sociologists and humanistic geographers such as Nigel Thrift, Edward Soja, Michel Foucault and Doreen Massey.

Second, conceptualizations distinguish abstract space from place. Home offices (Brocklehurst, 2001; Richardson and McKenna, 2014), factory floors (Alcadipani et al., 2018; Buchanan and Bessant, 1985), retail shops (Pansera and Rizzi, 2018), hospitals (Halford and Leonard, 2006; Iedema and Rhodes, 2010), bank branches (Arnaud et al., 2016), and new or relocated buildings and offices (Dale, 2005; Irving et al., 2020) are conceptualized as abstract spaces which people act and interact with, rather than as places rooted in specific geographies and locales. This is not to say that studies in the experiential perspective conflate place and space. On the contrary, among all four archetypal perspectives, the experiential perspective most recognizes that space and place are different because 'what begins as undifferentiated space becomes place as we get to know it better and endow it with value' (Tuan, 1977, p. 6). A notable illustration is Courpasson et al.'s (2017) study of how an office in a company basement, a café, and a manager's private house are spaces that become appropriated by middle managers and endowed with meaning as specific and 'meaningful places of resistance' during an organizational change.

Our analysis shows that core spatial concepts linked to abstract spaces include conceived space, perceived space, lived space, territoriality, proximity, and spacing. Studies exploring changes to work practices such as telework, working from home, hybrid work, flexible work, nomadic work and new ways of working invoke concepts such as mobilities, flows, liminality and non-places to highlight spaces as fluid, emergent and contested. Examples include Sivunen and Putnam's (2020) exploration of the dialectics of spatial performances in an activity-based office, and Irving et al.'s (2020) account of how employees in an ostensibly collaborative building avoided collaboration despite conditions of physical proximity. In terms of place, researchers draw on concepts such as the local versus the global, local communities

and neighborhoods, and regionalization to theorize lived experiences of place during institutional change. Examples include the development of globalizing discourses through opening multinational hotels in different cities (Maclean et al., 2018), local action on climate change in community gardens (Shaw et al., 2018) and the regeneration of social cooperatives in a capitalist economy (Pansera and Rizzi, 2018).

Methodological approach. Given the focus on understanding lived experience, the experiential perspective's methodological approach is largely interpretive, with studies involving power also informed by critical theory. Data are typically collected through fieldwork in natural settings. Ethnographies are a common approach, often focused on single organizations to allow real-time observations of physical spaces and places and the people who use them, and gathering of materials related to how they are planned and used (e.g., architectural plans and policy documents). Gaining deep insight into the meaning different people ascribe to space and place, along with the actions taken to socially (re)produce them, can span months (Gonsalves, 2020; Irving et al., 2020; Kellogg et al., 2006) or even two or three years of intensive ethnographic fieldwork (Buchanan and Bessant, 1985; Nicolini, 2007; Pansera and Rizzi, 2018).

A few studies in the experiential perspective use survey methods, sometimes in combination with qualitative interviews and observations before and after change events as part of naturally occurring quasi-field experiments (McElroy and Morrow, 2010). Employee surveys capture variables such as perceived personal privacy (Zalesny and Farace, 1987), perceptions of office space layout (McElroy and Morrow, 2010), and adequacy of meeting spaces (McElroy and Morrow, 2010), while manager surveys collect variables relating to management perceptions of teleworking (Peters and Heusinkveld, 2010). In contrast to the functional perspective's reliance on quantitative variables to operationalize the role of space as a physical setting, survey studies in the experiential perspective operationalize space in terms of the '*perceived* physical setting… instead of *actual* measures of physical elements' (Zalesny and Farace, 1987, p. 248, italics added). Thus, the methodological approach remains oriented towards individuals' experiences of a space rather than its functional purpose.

Nature of contributions. Findings in the experiential perspective take the form of theoretical accounts and new concepts that articulate why, how and/or when people experience changes in organizational space similarly and differently. Sewell and Taskin (2015) find, for example, that spatiotemporal experiences of teleworking through social space, territoriality and distantiation influences how and when professionals and technicians exercise workplace control and autonomy. In a related vein, Nicolini (2007, p. 889) brings attention to 'the subversion of proximity principles' that occurs as telemedicine stretches and expands work practices in time and space. As these examples suggest, theoretical explanations in the experiential perspective tend to make contributions by elaborating the connections between individual subjectivities of space and time and expressions of individual identities (e.g., Garsten, 1999; Iedema and Rhodes, 2010), values and meanings (e.g., Bean and Hamilton, 2006; Tietze and Musson, 2005; Zalesny and Farace, 1987), and power (e.g., Alcadipani et al., 2018; Bloomfield and Hayes, 2009; Halford and Leonard, 2006; Hirst and Humphreys, 2013) in changing organizations. Contributions also identify new possibilities for concepts that can

travel from other specialist literature to inform a more comprehensive spatial and place-based understanding of organizations in the context of change. Compelling examples are Pors' (2016, p. 1646) study of Danish schools, which draws on concepts from cultural geography to theorize 'ghostly spaces' during change events, and Hirst and Humphreys' (2013) invocation of the concept of 'edgelands' to capture how the modernization of organizations depends on contradictory spatial reconfigurations. Since the experiential perspective views change as a context for understanding lived experiences of space and place, studies foreground contributions that prioritize the novelty, criticality, and richness of spatial and place-based insights and make peripheral contributions to the literature on organizational and institutional change.

Mutually Constituted Perspective

The mutually constituted perspective focuses on understanding place and space as being established in relation to organizations and institutions and mutually constituting each other. Of all four archetypes, this perspective adopts the strongest relational view of place and space and change. Rather than limiting its attention to how place and space shape organizational and institutional change processes, the mutually constituted perspective assumes co-production such that organizational and institutional change also contribute to the construction and reproduction of place and space.

Conceptualization of change. Change in the mutually constituted perspective is broadly seen as a process connecting two or more levels of interpretation and action across individual, organizational, field and societal levels and, concomitantly, as spanning more than one scale of local, regional, national and global. It is beyond the scope of any single study to attend to every level and every scalar dimension. Studies of societal-level institutions of global scale tend focus on grand challenges that also impact people in local communities, like poverty and social inequality in rural villages (Mair et al., 2012, 2016), natural disasters (Farny et al., 2019), the mafia (Vaccaro and Palazzo, 2014), child marriage (Claus and Tracey, 2020), and drug addiction (Lawrence, 2017). Some studies examine climate change and sustainability as societal-level and global-scale institutional change processes (Ansari et al., 2013), while other studies apply the level of a specific organizational field (e.g., wind and solar energy, waste management, 'green' building) of regional scale (Pacheco et al., 2014; Sine and Lee, 2009; Tilleman et al., 2020; York et al., 2018). Change in professional and cultural fields like banking, law, English cricket and Ontario wine is variously examined at the regional, national and global scale (Faulconbridge and Muzio, 2016; Lounsbury, 2007; Voronov et al., 2013; Wright and Zammuto, 2013). Institutional and community change is also studied at local scale, often focusing on urban and city renewal (Campos and Zapata, 2012; Glynn, 2008; Howard-Grenville et al., 2013; Pozzebon and Mailhot, 2012).

Our analysis indicates that studies adopting a mutually constituted perspective echo the situated perspective in conceptualizing organizational and institutional change as temporally evolving processes connecting actions, events and actors. Change processes associated with institutions are predominant. Conceptual tools associated with

institutional logics, institutional work, social movements, community and organizing are popular. Many studies pay particular attention to processes associated with institutional work, such as creation (Farny et al., 2019; Michel, 2020), maintenance (Colombero and Boxenbaum, 2019; Dacin et al., 2010; Siebert et al., 2017), disruption (Rodner et al., 2020; Vaccaro and Palazzo, 2014), renewal (Montgomery and Dacin, 2020), translation (Lawrence, 2017), legitimation (Voronov et al., 2013), and activism (Claus and Tracey, 2020; DeJordy et al., 2020).

Conceptualization of place and space. Conceptualization of place and space in the mutually constituted perspective is aligned with the experiential perspective, with place and space entering theorizing in sophisticated ways as largely social phenomena. The most compelling example of this is Lawrence and Dover's (2015, p. 371) study, which explores 'the roles that places play in institutional work' by drawing on the humanistic geography literature, especially Gieryn's (2000) seminal writings distinguishing places as specific locations with material form and invested with meanings. Another excellent example is Rodner et al.'s (2020, p. 1054) study, which examines 'how space is leveraged in institutional work' by foregrounding ideas from sociologist Henri Lefebvre and attending to material, social and symbolic aspects of space. Fernandez et al.'s study (Fernandez et al., 2017, p. 206) of the role of neighborhood in social movements for institutional change also draws on Lefebvre's work to theoretically anchor 'relationships between place, cognition, and place-specific discourses'. In a similar vein, Siebert et al. (2017, p. 1607) investigates 'the role of organizational space' in institutional processes by turning to the organizational space literature and applying the theoretical framework developed by Dale and Burrell (2008). Other examples include invoking concepts related to 'spirit of place' and 'genius loci' from the literature in architecture and urban studies (Colombero and Boxenbaum, 2019), concepts of 'anonymous subspaces' and 'non-places' from the anthropology literature (Deroy and Clegg, 2012, p. 355), and concepts associated with agrarian ideology, regional development and location from the literature in sociology and economic geography (e.g., Faulconbridge and Muzio, 2016; Marquis and Lounsbury, 2007).

Not all studies in the mutually constituted perspective display this depth of engagement with the specialist literature on place and space. In some studies, conceptual borrowing is evident but less substantive. Examples include studies which invoke concepts associated with place identity and place attachment, such as national and regional identities (Connolly and Dolan, 2012; Massa et al., 2017; Wright, 2009), community identity (Howard-Grenville et al., 2013), rural identity (Peirano-Vejo and Stablein, 2009), ethnonationalism (Sadeh and Zilber, 2019), and city identity (Johnston and Clegg, 2012). Illustrating this use of place identity and attachment, Glynn (2008, p. 1117) explores 'how city character and traditions enable both persistence and change in institutional elements' while Montgomery and Dacin (2020) consider how different institutional custodian roles are anchored in individual experiences of place attachment. Other spatial concepts include territoriality (Fernandez et al., 2017; Vaccaro and Palazzo, 2014), center and periphery (Wright and Zammuto, 2013), and geographic and physical proximity (Farny et al., 2019; Sadeh and Zilber, 2019; Weber et al., 2008).

Regardless of whether engagement with specialist literatures on place and space is deep or shallow, our analysis highlighted a distinctive characteristic of the mutually constituted perspective. In general, place and space are understood to be shaped by social processes of human experiences at micro levels (Deroy and Clegg, 2012; Howard-Grenville et al., 2013; Lawrence and Dover, 2015) interacting with societal structures and systems at macro levels (Lounsbury, 2007; Marquis and Huang, 2009) That is, people have 'lived experiences' of 'inhabited' institutions within and across organizations (DeJordy et al., 2020, p. 933) and inside and outside of specific places and spaces (Deroy and Clegg, 2012; Lawrence and Dover, 2015; Siebert et al., 2017; Wright et al., 2021) and may contest 'the legitimacy of their existence in the geographical space they … inhabit' (Sadeh and Zilber, 2019, p. 1417). This theoretical framing sets up an interdependent relationship between place and space and organizational and institutional change such that the direction of influence flows both ways. For example, in Sadeh and Zilber's (2019) study of a Jewish-Palestinian organization in a mixed city in Israel, both the city and Israel are changing as places by and through changes in the organization and the institutional logics of ethnocentrism and universalism. Broadly speaking, in the mutually constituted perspective, processes of organizational and institutional change are assumed to feed into the processes of social reproduction through which places and spaces are enacted, animated, enlivened, contested, and transformed, and vice versa.

Methodological approach. The mutually constituted perspective's processual focus on change, coupled with a social constructionist view of the interplay of change with place and space, guides two broad methodological approaches. The first and most common approach is longitudinal case studies. The second approach is event history analysis.

Longitudinal case studies allow tracing of concepts related to organizational and/or institutional change and to place and/or space over time through the collection and analysis of rich, multi-faceted qualitative data. Wright, for example, investigates the case of First-Class County Cricket in England (Wright, 2009; Wright and Zammuto, 2013), collecting archival documents spanning almost 100 years. These cricket studies trace how changes in field-level institutional rules shape, and are shaped by, changes in national place identity rooted in 'the soil of the land' and the contestation among different cricket clubs with respect to spatial locations at center, periphery and middle that are both symbolic and physical (Wright, 2009; Wright and Zammuto, 2013). In another historical case study, Wadhwani (2018) focuses on savings banks in nineteenth century America and analyses photographs and other historical sources to trace the emergence of savings bank buildings and bank spaces as institutional responses to poverty. Other case studies rely on observational and interview data, supplemented by archival data sources, to capture 'in situ' experiences of organizational and institutional processes and place and space. Researchers used this data collection strategy in case studies of, for example, the Cambridge dining hall as an institution of British social class (Dacin et al., 2010), Track Town Oregon and the renewal of community identity (Howard-Grenville et al., 2013), and the M-Local Food Project in France as an alternative food system (Michel, 2020).

Event history analysis is favoured by a small subset of studies in the mutually constituted perspective that draw on ideas from economic geography and sociology to advance place-based theories of institutional logics. Our review shows that across a stream of published studies of bank branches and mutual funds, institutional scholars Marquis and Lounsbury applied event history analysis to test hypotheses that explain and predict institutional change associated with regional logics, community logics, and competing logics between cities (Lounsbury, 2007; Marquis and Huang, 2010; Marquis and Lounsbury, 2007). This work inspired a line of methodological inquiry into regional logics and community logics in the mutually constituted perspective (Dowell and Muthulingam, 2017; Sine and Lee, 2009), including event history analyses of the fields of wind and solar energy (Pacheco et al., 2014; Tilleman et al., 2020), green building (York et al., 2018), waste management (Lee and Lounsbury, 2015), and Spanish family firms (Greenwood et al., 2010).

Nature of contributions. Studies in the mutually constituted perspective develop process models and new concepts that explicitly theorize how, where, and/or when place and space interact with organizational and institutional change processes, and which actors might be involved and why. Theoretical explanations are complex, generative, multi-level and 'transtemporal and trans-spatial' (Dacin et al., 2010, p. 1394). By shining light on previously hidden inter-relationships between place and space and organizational and institutional change processes, our analysis shows the mutually constituted perspective makes novel and important theoretical contributions in several ways. First, emergent insights from empirically-grounded findings can challenge conventional theories and assumptions and spark new ways of thinking about grand challenges. A compelling example is Ansari et al.'s (2013, p. 1014) 'social constructionist account of commons' which challenges conventional economic models of the tragedy of the commons by depicting a non-linear process of transnational field emergence. Likewise, Howard-Grenville and co-authors (Howard-Grenville et al., 2013, p. 114) counter dominant economic and social structural explanations of community influences on organizations by theorizing 'a place-based configuration of human inhabitants' recursively animating, through emotions and experiences, organizational and community change processes.

Second, new conceptual and ontological solutions to old puzzles are opened up. The concepts of field relocation (Faulconbridge and Muzio, 2016), regional logics (Greenwood et al., 2010; Lee and Lounsbury, 2015; Sine and Lee, 2009) and local provenance (Massa et al., 2017; Weber et al., 2008), for example, help to unknot puzzles associated with institutional complexity and social movements. Developing 'a distinctive ontology of place' (Lawrence and Dover, 2015, p. 371) and an 'ecology of spaces' (Bucher and Langley, 2016, p. 611) unlocks clues to evolutionary and radical organizational change and to puzzles associated with institutional creation, maintenance and disruption. Third, elements of different mainstream theories in management and organization studies that were previously competing can be synthesized. Theories of 'spatial differences and logics linked to … geographic diversity' (Lounsbury, 2007, p. 302), for example, synthesize institutional theory with population ecology and knowledge economics (Marquis and Lounsbury, 2007; Vedula et al., 2019). Fourth, the mutually constituted perspective makes theoretical contributions that bridge

literatures on organizational and institutional change with specialist literatures on organizational space and place. In addition to regional logics advancing debates in both institutional theory and economic geography (Faulconbridge and Muzio, 2016; Lounsbury, 2007), other examples include the concept of 'uncanny places' contributing at 'the intersection of organization theory and urban studies' (Campos and Zapata, 2012, p. 323) and explanations of category emergence in modern architecture extending both the institutional logics literature and architecture literature (Jones et al., 2012).

Summary of Perspectives

Our analysis generated four archetypal perspectives of the role of place and space in organizational and institutional change. The *functional perspective* views place and space through their functional purpose as the locations and settings for organizational activity and work. The *situated perspective* sees place and space as part of the broader context in which processes associated with organizations and institutions are situated. The *experiential perspective* attends to place and space as meaningful human experiences in and around organizations and institutions. Finally, the *mutually constituted perspective* views place and space as being established in relation to organizations and institutions such that particular places and spaces socially construct, and are themselves socially constructed by, organizations and institutions.

DISCUSSION

Our systematic literature review sought to take stock of how empirical studies in the literature on organizational and institutional change engage with concepts associated with place and space in order to better understand the role of place and space and to inform and inspire a future research agenda. In doing so, we make three contributions that hold promise for advancing the literatures on organizational and institutional change with respect to place and space. We contribute to the literature by (1) identifying four archetypal perspectives that offer qualitatively different ways of viewing the role of place and space in how organizations and institutions change (functional, situated, experiential and mutually constituted) and the key dimensions that distinguish each perspective, (2) synthesizing the four perspectives into a typology that reveals different levels of attention to change as process and to place and space as lived or physical phenomena, and (3) explaining how our review casts light on different assumptions about the relationships between change and place or space that can guide future research inquiry. In doing so, we open up fruitful lines of research inquiry and inform a more coherent research agenda.

Archetypal Perspectives

Our first contribution is to identify and elaborate four perspectives that depict distinct archetypal understandings of the role of place and space in organizational and institutional change. These perspectives variously anchor the role of place and space in their functional purpose as geographic locations and physical settings, their situatedness as a broader context for change processes, their social reproduction as a human experience, and their mutual constitution in relation to changing organizations and institutions. Our categorization of articles provides nuanced insight into how each perspective is

characterized by particular conceptualizations of change that, when combined with different understandings of place and space, guide the choice of methodological approaches and generate theoretical contributions that advance knowledge within the boundaries of the perspective's core assumptions. Table II depicts each archetypal perspective and the key dimensions that typify it. By providing a comprehensive description and robust analysis of each archetype, our review provides a platform for future research that builds on and extends existing lines of scholarly debate and inquiry.

For scholars who choose to take a functional perspective, we draw attention to opportunities for enhancing the explanatory power of place and space as variables that are consequential for change outcomes. Our review points to the importance of giving explicit attention to developing hypotheses that describe and predict the different ways that the functional purpose of places and spaces can affect organizational and institutional change. Researchers can better operationalize the function of place and space as geographic locations and physical settings through more precise and varied measures of geographic and spatial attributes such as proximity, density, accessibility, and territoriality, as well as other attributes that researchers might discern from the specialist literature on place and space. Devising more precise measures of locations and settings will also allow investigation of whether or not variables associated with place and space mediate or moderate other change relationships, along with examination of whether and how interactions between place and space variables affect change outcomes.

For scholars adopting a situated perspective, our review directs researcher attention towards more thorough consideration of the significance of place and space in creating the historical, political, economic and sociocultural context in which organizational and institutional change processes unfold. Researchers can specify and differentiate the nested elements of places and spaces that form part of this broader context. Organizations and institutions are situated in meaningful places in local communities in neighborhoods in cities in regions in nations; their physical sites comprise micro, meso and macro spaces involving layout, flow, furnishings, and atmosphere. By directing researcher attention towards explicitly identifying the place-based and spatial elements in the background context of change phenomena, our review prompts researchers to clarify the situatedness of change dynamics as they unfold and to sharpen the boundary and scope conditions associated with theorized change processes.

For scholars taking the experiential perspective, our review highlights the need for more reflexive engagement with change phenomena by scholars who, at first blush, might not see how their work centered on place and space relates to change. Researchers can pursue deeper exploration of people's spatial experiences of organizational change events related to new structures, strategies, leadership, and site locations, as well as changing practices including teleworking, hybrid working, flexible working and hotdesking. Researchers can interrogate when, why and for whom these changes play out in differences in how spaces are conceived, perceived, and lived out in order to better understand and critically examine the fluidity, contestability and emergence of spatial experiences in and around organizations and institutions during periods of change. Other promising lines of inquiry can consider if and how change events and interventions trigger human experiences in which abstract spaces become endowed with meaning and emotional associations as places. Theorization of place and space can be deepened and nuanced

Table II. Summary of archetypes

Dimensions	Functional Perspective	Situated Perspective	Experiential Perspective	Mutually Constituted Perspective
Core assumption about relationship between place and space and change	Place and space are variables that affect outcomes of organizational and institutional change	Processes through which organizations and institutions change are situated in place and space	People experience space and place differently when organizations and institutions change	Processes through which organizations and institutions change shape, and are shaped by, people's experiences of place and space
Conceptualization of change	Outcome	Process	Event	Process
Conceptualization of place and space	Functional purpose as a geographic location (place) or physical setting (space) for organizational and institutional activity	Part of the broader geographic, sociocultural, economic, political and physical context in wOrganizational change in a (hich organizations and institutions are situated	Process of social construction as people experience and interact with spaces	Process of social construction in which places and spaces are established experientially and in relation to organizations and institutions
Methodological approach	Quantitative studies	Rich longitudinal case studies	Qualitative studies and surveys	Longitudinal case studies, event history analysis
Nature of contributions	Testing of hypotheses/ propositions that extend change literature	Process models that extend change literature	Theoretical accounts that advance literature on organizational space	Models and concepts that bridge literatures on change, organizational space, and place

through focusing on aspects of experience that have been under-examined, including power, surveillance, mobilities, and embodiment. Finally, our review invites experiential researchers to elevate their gaze to the institutional level to scrutinize the regulative, normative and mimetic pressures that socially (re)construct and disrupt human experiences of places and spaces.

For scholars adopting a mutually constituted perspective, our review offers a platform for developing a relational ontology that connects place and space to organizations and institutions. It also harnesses momentum for research exploring their changing relations in the context of grand challenges like climate change, natural disasters, poverty and social inequality. By exposing the ontological roots of place and space in organizational and institutional change, researchers can see new avenues for exploring potentially contradictory, inconsistent, paradoxical and/or otherwise provocative findings about concepts and mechanisms involved in institutional processes of creation, maintenance, change and disruption. Concepts that our review suggests warrant deeper investigation include spaces characterized as 'institutional voids' (Mair et al., 2012), the institutional work of custodianship and the role of 'place custodians' in managing access to places and spaces (Wright et al., 2021), and the recursive dynamics associated with tensions and contests between local and global places, places and non-places, public and private spaces, open and closed borders, and social inclusion and exclusion.

Synthesizing Perspectives into a Typology

Our second contribution is to synthesize the four archetypal perspectives into a typology, which we present in Figure 1. Our typology is anchored by two analytical dimensions which classify the level and mode of attention paid to change and to space and place. The analytical dimension which relates to change is depicted on the horizontal axis in Figure 1 and distinguishes between a high or low level of attention paid to change as process. The analytical dimension pertaining to space and place is depicted on the vertical axis and classifies the mode of attention as a primary emphasis on either the physical or the lived aspects.

By cross-cutting these two analytical dimensions, we create a two-by-two matrix that synthesizes the four perspectives into a typology. The functional perspective, with a low level of attention to change as process and a primary emphasis on the physical aspects of place and space, sits in the lower left quadrant. The situated perspective, with high attention to change as process and primary emphasis on physical aspects of place and space, sits in the lower right quadrant. The experiential perspective, with low attention to change as process and a primary emphasis on lived aspects of place and space, sits in the upper left quadrant. Finally, the mutually constituted perspective, with a high level of attention to change as process and primary emphasis on lived aspects of place and space, is positioned in the upper right quadrant.

Our typology advances the spatial turn in management studies by revealing how the niche literature on place and space intersects with the large mainstream literature on organizational and institutional change through shared assumptions and understandings. Thus, our typology makes contributions to both bodies of literature by
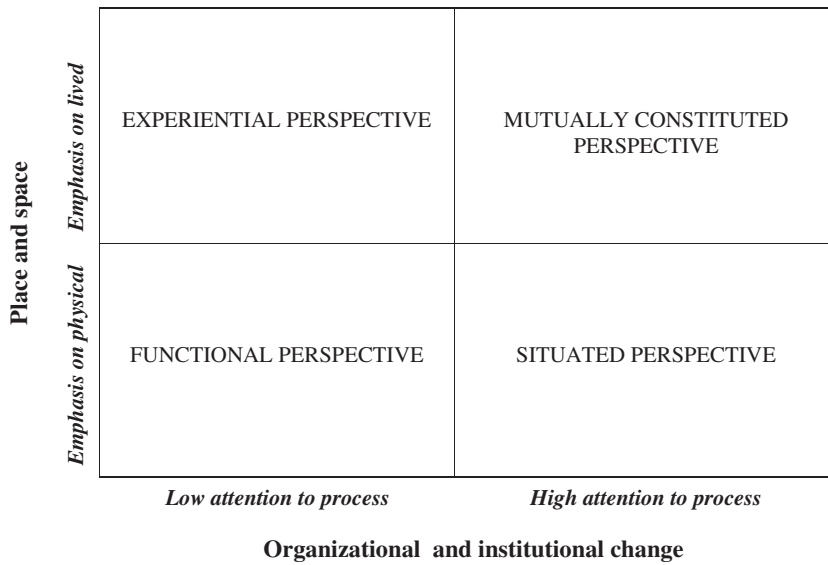
Figure 1. Typology of perspectives

uncovering theoretically coherent lines of inquiry that have largely remained hidden as researchers remained focused on their ostensibly different interests and surface-level findings.

In synthesizing the four perspectives into a typology that visually locates them into quadrants, we do not suggest that any one perspective is inherently better or worse than any other perspective. On the contrary, our typology portrays how scholarship that sits at the intersection of the change literature and the place and space literature emphasizes, to different degrees, processes involved in change and the physical and lived aspects of place and space. By opening up insight into what is being highlighted and lowlighted, our typology helps to increase the maturity of the place and space literature by making assumptions explicit to change researchers. Space and place have tended to be seen by many mainstream researchers in organizational and institutional change – who represent two of the most prominent lines of research inquiry in the broad literature in management studies – as a niche area of scholarly interest (note: less than 10 per cent of change papers in our original sample were judged to engage with place and space). The typology offers a means to break the artificial separation between the concepts of space and place (on the vertical axis) and the theorization of change (on the horizontal axis) by facilitating discourse within and across different perspectives and by increasing the reflexivity of researchers. By articulating the underlying assumptions of each perspective, apparently conflicting results about the role, significance and consequences of place and space in and for organizational and institutional change are recognized as stemming from fundamentally different interests and assumptions about how place and space matter.

For the purpose of this review, we adhered to the definition of space that characterizes it as 'the built environments that emerge from organizational activities, objects, arrangements, and social practices' (Stephenson et al., 2020, p. 797). The abstract or

cognitive views of space are beyond the scope of this review. Therefore, our dataset does not include scholarly work that develops or builds on the ideas of 'free spaces' (Polletta and Jasper, 2001), 'discursive spaces' (Foucault, 1986), 'virtual spaces' (Massa, 2017), and 'relational spaces' (Kellogg, 2009). For conceptual clarity we suggest that authors carefully identify when they are discussing spaces with a physical component and when they invoke space as a metaphor. On the other hand, place, as used in organizational change studies, has been adopted from humanistic geography, environmental sociology, anthropology, and architecture (e.g., Gieryn, 2000; Molotch et al., 2000; Tuan, 1977). Thus, we encourage researchers to recognize the terminology of 'place' as characterized by the amalgamation of a geographical location, locale, and meanings associated with the material elements.

As such, our typology makes a contribution by offering a broad synthesis of the literature whereby authors can begin to more systematically draw on notions of space and place in organizational analysis. Up until this point, such a synthesis has been missing from the organizational literature. In particular, the concept of place has been largely overlooked in literature reviews conducted to date (Weinfurtner and Seidl, 2019). Consequently, the use of space and place in organizational analysis has remained fragmented, and the uptake of these notions (especially place) has been lethargic. Our review sheds light on important new insights by providing a comprehensive typology to guide future research.

Assumptions about Relationships

Our third contribution arises from the final progression of our theorization from identifying archetypal perspectives and synthesizing them into a typology to highlighting each perspective's underlying assumptions about the relationships between space/place and change. Our analysis revealed that each perspective on the role of place and space in organizational and institutional change is underpinned by particular assumptions about the nature and direction of the relationships between change and concepts associated with place and space. We portray these relationships in Figure 2.

As shown in our figure, the functional perspective assumes a uni-directional relationship from place and space to a change outcome. The situated perspective assumes place and space is the context for processes that socially construct organizational and institutional change, whereas the experiential perspective assumes change is the context for processes that socially construct place and space. Finally, the mutually constituted perspective assumes multi-lateral relationships of social (re)constructions among place and space and change. On the one hand, space and place influence organizational and institutional processes, and on the other hand, spaces and places have evolved themselves along with the evolution of organizations and institutions over time.
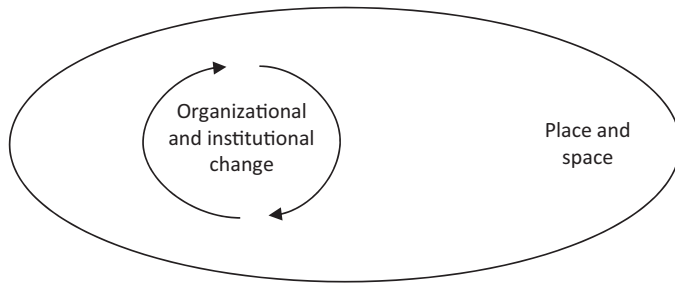
By setting out these relationships, we offer much-needed clarity on the inter-relationships among space and place and organizations and institutions as a guide to future research inquiry. We encourage scholars to use Figure 2 as a prompt for reflection on their underlying assumptions and the implications for their research designs, making them better equipped to tackle research at the intersection of space/place
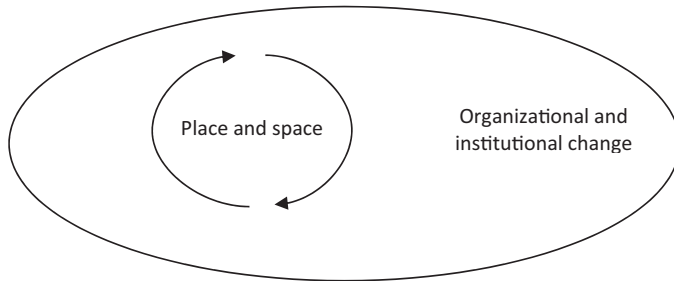
Functional Perspective

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│ Place and space │ ──────────────────▶  │ and             │
│                 │                      │ institutional   │
│                 │                      │ change          │
└─────────────────┘                      └─────────────────┘
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Situated Perspective

Organizational and institutional change

Place and space

Experiential Perspective

Place and space

Organizational and institutional change

Mutually Constituted Perspective

Place and space

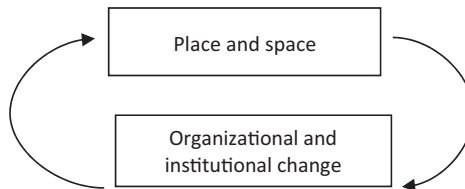Organizational and institutional change

Figure 2. Relations between place and space and organizational and institutional change

and change and to frame robust empirical investigations of the nature and strength of relationships within different theoretical perspectives. Moreover, by clarifying the different theoretical relationships through which researchers can view organizational and institutional change as more or less entangled with place and space, our review encourages greater attention in future research to *where* organizational and institutional change unfolds.

Future Research Directions

Despite a recent surge in scholarly endeavours aimed at unpacking the role of space and place in the emergence and evolution of organizational phenomena, our understanding of how space and place matter for organizational and institutional phenomena remains nascent. Our review takes stock of the work done during the 'spatial turn' thus far, and demonstrates, through the four archetypal perspectives, that space and place are indeed evoked in complex ways in relation to organizational and institutional change. Thus, this review serves as a springboard for scholars interested in investigating the interlinkages between space and place, and organizational outcomes and processes. Given the emerging interest in the domain, we offer a systematic research agenda to bring space and place from the periphery of organizational scholarship to its core and delineate our view of how this is agenda may be pursued.

First, we believe that our review provides a fertile ground for cross-fertilization between the fields of space and place on the one hand, and organizational and institutional change on the other hand. More specifically, research is needed to highlight and further investigate the mechanisms that connect space and place to change outcomes and are involved in the process of change. For example, recent research has shown that partitioning of organizational fields into sub-fields, which contributes to the process of institutional change, is rooted in location (Faulconbridge and Muzio, 2021). Building on these findings, future scholarship could further investigate space- and place-related mechanisms of organizational and institutional change.

Further, as students and readers of institutional theory, we are especially keen to see the study of space and place take center stage among the various other streams of organizational theory as well. Building on the strong foundation laid by Glynn (2008), Irving et al. (2020), Lawrence (2017), Lawrence and Dover (2015), and Wright et al. (2021), future research could look at how, for example, institutional logics and institutional complexity are linked with geographical locations or are translated into workspaces. In this regard our review offers four distinct pathways in the form of our four perspectives, specific methodological approaches commonly deployed, and major theoretical contributions made thus far. Therefore, our review will also be of value to institutional theory scholars interested in space and place by providing clear guidance on what has been done and invoking ideas about what remains to be explored.

Second, by offering an account of how change studies have engaged with the themes of space and place, we encourage scholarship aimed at investigating the interlinkages between space and place and broader organizational phenomena. Both space and place, but especially space, have been evoked in several streams of organizational research, including, social movements (e.g., Kellogg, 2009), institutional logics (e.g.,

Lounsbury, 2007), organizational identity and identification (e.g., Elsbach, 2003; Elsbach and Pratt, 2007), and status (Delmestri and Greenwood, 2016). However, these themes have largely appeared as ancillary topics in the mainstream organizational literature. Scholars interested in space and place can benefit from our review by drawing parallels between change and other streams of organizational and management research.

Third, for scholars predominantly interested in space and place, we suggest giving attention to concepts, language, and ideas from the organizational and institutional change literature. Although there are a growing number of scholars conducting 'process studies of organizational space' (Stephenson et al., 2020, p. 797) with an interest in identifying changes associated with 'creating, maintaining, and transforming space' (Stephenson et al., 2020, p. 816), scholars mostly conceive of change as an event and make little explicit reference to the change literature. To help progress debates on the dynamic elements of physical contexts, including how the meanings associated with place and space change over time, we suggest place and space scholars engage with change theories such as diffusion, co-evolution, practice theory, institutional logics, institutional work, social movement theory, institutional logics and organizing.

We believe that a productive way forward is through deeper engagement with core scholarship on space and place appearing in specialist research outlets dedicated to their study. In compiling this review and producing some of our own work, we have noticed scholars lament the lack of cross-disciplinary knowledge mobility from fields such economic geography and sociology into management studies (Beugelsdijk et al., 2010; James et al., 2018). We agree. Since the source of concern is ambiguous, shallow and/or inaccurate characterization of space and place in organizational research, we believe that a richer characterization is possible by engaging with and borrowing from other disciplines. Journals including *Economic Geography, Journal of Economic Geography, Environment and Planning A, and Progress in Human Geography* can be fruitful starting points for developing deeper understandings. For example, insights into how historic-geographic materialism transforms organizations into more globally competitive organizational forms (Alami and Dixon, 2022) might enrich theorizing of organizational change. Research into the geographic reorganization of the financial industry following Brexit (Panitz and Gluckler, 2022) coupled with how transnational corporations shape institutional change (Faulconbridge and Muzio, 2015) could help to build new theory about how institutional change processes unfold across time and space. We believe that organizational researchers who engage with ideas in these more geography-focused journals will benefit from greater conceptual clarity and precision around space and place, enhanced methodological creativity, and novel research questions and insights.

CONCLUSION

Our review is important and timely because new empirical phenomena are beginning to expose how spaces and places can drive change and shape the nature of change across organizations and institutions. Spaces and places themselves are also changing in character

as organizations and institutions evolve over time or are disrupted. For example, the COVID-19 global pandemic has ushered in an unprecedented wave of remote digital work (Leonardi, 2021), broken the wall between home spaces and work spaces (Eaton and Hecksher, 2021), and forced organizations into 'programmes of rapid and radical transformation' (Amis and Greenwood, 2021, p. 582). Advances in digital technology and artificial intelligence (Colbert et al., 2016; Hanelt et al., 2021) along with changes occurring in institutions associated with professions, the state, and markets, among others (Hinings et al., 2018) are making new spaces and places for work and organizing possible in ways that are accelerating change in countless organizations. Climate change is entwining organizational and institutional change with place and space by necessitating new approaches to organizational adaptation and institutional governance and altering the cities, local communities, and office spaces in which we live and work (Howard-Grenville et al., 2014).

These and other empirical phenomena bring to the surface how closely entangled organizational and institutional change is with place and space and the need for more research to both understand the connections and find ways to untangle them. We believe our archetypal perspectives, typology, and insights into assumptions about the relationships between change and place and space provide the basis for a more integrated and coherent research agenda going forward. In addition, we hope that our study will embolden further research into how particular spaces and local places enable and constrain processes of both change and reproduction over time and that more concepts from the literature on place and space might find application in mainstream organizational research beyond the study of organizational and institutional change.

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