APPENDICES

APPENDIX 1. SYSTEMATIC LITERATURE REVIEW STEPS

1	Determine filters	a) English b) Peer-reviewed articles (including 'in press') c) Scopus and Web of Science databases d) Between 2006 and 2019	Articles
2	Determine search criteria	a) Keyword 'institutional work' in title, keyword, or abstract. b) Articles citing Lawrence and Suddaby (2006) c) Articles citing Lawrence et al. (2009) d) Articles citing Lawrence et al. (2011)	2,127
3	Eliminate duplicates	Duplicates were reconciled within the search (i.e. one list in Scopus) and then in a spreadsheet between the two external databases	1,404
4	Determine relevance	a) *Include* if the article claims a contribution to IW theory b) *Include* if the article engages substantially with the theory c) Exclude if the article only references one of above works, acknowledges the theory, or uses 'institutional work' in a way different than the theoretical subject of this paper.	452

APPENDIX 3. CODING EXAMPLES OF INCLUDED AND EXCLUDED ARTICLES

Code	Description of institutional work in the article	Example	Number
Explicit contribution	'We contribute to the literature on institutional work (e.g. Lawrence et al., 2011) by bringing in elements of affect theory (e.g. Ahmed, 2004; Wetherell, 2013) to develop the concept of affective institutional work'	Kylä-Laaso & Koskinen Sandberg (2019, p. 10)	326
Implicit contribution	Contributions are made to selling, but they use IW to build the other contributions	Hartmann et al. (2018)	44
Engagement	A critique of IW but the main focus is elsewhere	Alvesson & Spicer (2019), Bouilloud et al. (2019)	82
Other (reference only)	'These associations do not always demonstrate high levels of collaboration and involvement in the institutional field that Lawrence et al.	Lawson & Lahiri-Dutt (2019, p. 3)	952

	(2009) note are characteristic of successful proto-institutions'		
Other (different usage)	'In writing of 'institutional work,' I refer to how formal organizations regulate large parts of social life and wield great power over individuals and groups of individuals (Zigon 2010b, p. 6)'	van Eijk (2014, p. 498)	

APPENDIX 4. LEXIMANCER SETTINGS

Default settings were used unless specified below. Haynes et al. (2019, p. 457) include a succinct list of the default Leximancer settings. A separate spreadsheet lists the 452 articles included in all iterations. In line with other studies (Fisk et al., 2012), we removed words containing low content value (ways, during) or low semantic meaning to this paper (research, study, data). When we used automatic merge word variants (e.g. organization, organisation, organizations), we checked and corrected terms (separated organ/organization or activism/activities). All figures displayed excluded the name-like concepts 'Lawrence' and 'Suddaby'. The default setting for co-occurrence is 2 sentences and breaks for each paragraph.

Figure	Data	Merge Variants	Map Type	Display Settings	Other
2	Titles and abstracts	Manual	Topical	100% visible concepts, 51% theme size, 33 degrees rotation	3 folders tagged with 3 time periods Learn from tags Prose: 1
3	Full Text	Automatic	Gaussian	40% visible concepts, 53% theme size, and 122 degrees rotation	Concept generality: 10 Prose: 2
4	Full Text	Automatic	Topical	100% visible concepts, 56% theme size, 324 degrees rotation	15 most common terms related to IW Prose: 1

APPENDIX 5. SELECTED THEMATIC CODING EXAMPLES OF

CONTRIBUTIONS

Original Text #1	'Although the authors did not ascribe agency to places, they recognized the potential for spaces to motivate actors to work to shape institutions through the material and symbolic resources' (Siebert et al., 2017, p. 1624). 'We make three contributions to the theory of institutional maintenance' (Siebert et al., 2017, p. 1608).
Phase 1	Explicit
Phase 2	Motivation, materiality
Aggregate	Actors, IW types
Original Text #2	'We are able to contribute to the literature on institutional work in three ways. First, we will show mutual dependencies at play in institutional work: the success or failure of each professionalization strategy… There is, however, still little knowledge about institutional work of nonelite actors' (van Bochove & Oldenhof, 2018, p. 113).
Phase 1	Explicit
Phase 2	Consequences, actor types
Aggregate	Actors, context

APPENDIX 6. THEORY SUB-THEMES

Sub-theme	Description	Specifics	Examples
Institutional Theory	Overlapping use of other IT branches such as institutional analysis, legitimacy.	Institutional theory: DiMaggio & Powell (1983), Meyer & Rowan (1977), Scott (2008)	Perkmann & Spicer (2008), Zvolska et al. (2019)
		Deinstitutionalization: Oliver (1991)	Cannon & Donnelly-Cox (2015), Clemente & Roulet (2014)
		Institutional logics: Friedland (2018)	Kurtmollaie et al. (2018), Lok (2010), Valsecchi et al. (2019)

		Institutional entrepreneurship: Battilana et al. (2009), DiMaggio (1988)	Kruuse et al. (2019), Pelzer et al. (2019)
IW perspective	Institutional work is used in relation to another non-IT theory. Builds on Lawrence et al. (2013); however, Poulis and Poulis (2016) warn of danger in theory borrowing.	IW offered perspective on another theory. For example, social capital and sensemaking	Barin Cruz et al. (2016), Ertimur & Chen (2019), Everitt & Levinson (2016)
		Another theory offered perspective on IW. Examples include strategic negotiations, conventionalist theory, and cultural theory	Helfen & Sydow (2013), Dansou & Langley (2012), Taupin (2012)
		Theories bridged to bring perspective on both. Examples include technological innovation system and disruptive innovation	Rainelli Weiss & Huault (2016), Zietsma et al. (2018)

APPENDIX 7. ACTORS SUB-THEMES

Sub-theme	Description	Specifics	Examples
Motivations	Motivations and reasons actors engage in IW	Personal: emotions such as shame or fear, and personal ambition.	Clemente & Roulet (2014), Creed et al. (2014), Gill & Burrow (2018)
		Environment: inter-field dependence, changes, and institutional	Furnari (2016), Palmer et al. (2013), Rojas (2010), Sarasini (2013)
Actor type	Everyday actors: Built on Lawrence et al. (2013)	actors working on the front lines of organizations	Heaphy (2013), Kulkarni (2018), Smets & Jarzabkowski (2013)
	Marginal actors: marginalized or under-powered actors. Built on	Traditionally disadvantaged groups: gender, race, class.	Fulton et al. (2019), Xiao & Klarin (2019)

	Marti & Mair (2009)	Actors with limited power in the institution	Bourlier-Bargues & Valiorgue (2019), Doldor et al. (2016)
	Elite actors: some overlap with institutional entrepreneurs.	Powerful or centrally located institutional actors, such as professions.	Gibassier (2017), Micelotta & Washington (2013), Riaz et al. (2011)
Agency	Embedded: addressing the paradox of embedded agency. Built on Battilana & D'Aunno (2009).	IW in delimited spaces as proposed solution	Ritvala & Kleymann (2012)
		Relational model between IW and embedded agency as proposed solution	Gluch & Bosch-Sijtsema (2016)
	Distributed: addressing agency as distributed among various actors. Built on Lawrence et al. (2011).	Collective agency as solution to paradox of embedded agency	Nilsson (2015)
		Degrees of embeddedness and collective agency	de Lange (2019)

APPENDIX 8. CONTEXT SUB-THEMES

Sub-theme	Description	Specifics	Examples
Apply IW lens or new context	IW as a theoretical lens or applied to a new context. Sometimes find IW types in context	New context: based on geography, industry, time, such as community after disaster	Farny et al. (2019), Martin de Holan et al. (2019), Oja et al. (2019), Riehl et al. (2019)
		Context dependent: IW is constrained and changed based on context	Adamson et al. (2015), Troshani et al. (2018), van Dijk et al. (2011)
Practical Relevance	Addresses the relevance of IW to practitioners and managers. Builds on Dover & Lawrence (2010)	Ways to use IW in HRM	Lewis et al. (2019)
		Practitioners recognize IW	Heiskanen et al. (2019)

Consequences	On achieving the desired outcome of IW	difficulty in doing IW	Nicklich & Fortwengel (2017), van Bochove & Oldenhof (2018)
		successful IW	Lieftink et al. (2019)
	Unintended consequences of IW: Builds on Lawrence et al. (2013)	failure of IW	McGaughey (2013), Slager et al. (2012), Song (2019)
		accumulative IW	Barin Cruz et al. (2016)

APPENDIX 9. TYPES SUB-THEMES

Sub-theme	Description	Specifics	Examples
New types	Added to taxonomy - creating	*Alignment with legitimacy*: aligning with actors or interests considered legitimate	Dahlmann & Grosvold (2017), Lingo & Elmes (2019), Tracey et al. (2011)
	Added to taxonomy - maintaining	*Defensive work*: 'the purposive action of individuals and organizations aimed at *countering* disruptive institutional work' (emphasis in original)	Ben Slimane (2012), Cannon & Donnelly-Cox (2015), Maguire & Hardy (2009, p. 169)
		Repair work: attempts to fix breaches in rules, norms, or standards of an institution	Bourlier-Bargues & Valiorgue (2019), Heaphy (2013), Micelotta & Washington (2013)
	Added to taxonomy - disrupting	*Resistance*: challenges, such as refusals to comply or direct attacks, to institutional rules or norms.	Martí & Fernández (2013), McGaughey (2013), Rainelli Weiss & Huault (2016), Symon et al. (2008)

		Protesting: action aimed at 'calling attention to the issue' of particular taken-for-granted institutional norms or rules affecting institutional certain actors	Hasselbalch (2016, p. 69), Karam & Jamali (2013), Pemer & Skjølsvik (2018)
	New types added across categories	*Boundary work*: 'actors' efforts to establish, expand, reinforce, or undermine boundaries'	Taupin (2012), Zietsma & Lawrence (2010, p. 194)
Interaction	Authors explain the interaction between different categories or types of IW	Relational view of IW capturing action and reaction among types and categories	Cloutier et al. (2016), Currie et al. (2012), Rae & Provan (2019)
		Intra-category interaction within institutional creating	Smolka & Heugens (2019)
Grand themes	Thematic dimensions crossing types. Builds on Lawrence & Suddaby (2006) and Lawrence et al. (2009).	Time: IW evolving over time or using time as a type of institutional work	Granqvist & Gustafsson (2016), Zietsma et al. (2018)
		Emotion: the relationship between emotion and IW	Moisander, Hirsto, & Fahy (2016); Tracey (2016); Voronov & Vince (2012)
		Materiality: the role of physical objects in or as institutional work	Colombero & Boxenbaum (2019), Raviola & Norbäck (2013), Siebert et al. (2017), Sjøtun (2019)
		Power: the expression of power or power relations between institutional actors	Gutiérrez Rincón (2014), Palmer et al. (2015), Rojas (2010)

APPENDIX 10. REPRESENTATIONS SUB-THEMES

Sub-theme	Description	Specifics	Examples
Models	Model featuring or explaining IW	Develop or adapt models of IW	Cloutier et al. (2016), Tracey et al. (2011)
		Models featuring IW as part of a larger whole	Harrington (2019), Martin de Holan *et* al. (2019)
		Testing models	Provan et al. (2019)
Mechanisms	Mechanisms explaining or related to IW	IW as a mechanism for stability or change. IW is secondary to institution	Dacin et al. (2010), Suddaby & Viale (2011)
		Mechanisms for doing institutional work, such as 'authoring texts'; however, these could also be a type of IW	Maguire & Hardy (2009, p. 168)
		Mechanisms trigger IW, such as 'discontinuous innovation', which exogenous	Weber et al. (2019)
Processes	Processes related to IW: builds on Lawrence et al. (2013).	Micro-processes	Lingo & Elmes (2019), Lok & de Rond (2013)
		Role of emotions in the process of IW	Schwarz et al. (2014); Wright et al. (2017)
		Dynamic process	Peton & Pezé (2014)

APPENDIX 11. METHODOLOGY SUB-THEMES

Sub-theme	Description	Specifics	Examples
suggested methods	Use of methods suggested by Lawrence and Suddaby (2006)	Discourse analysis	Hardy & Maguire (2010), Symon et al. (2008)
		Actor-network theory	Gond & Boxenbaum (2013)
		Semiotics	Meyer et al. (2018)
Alternative methods	Alternative methods to study IW, taking inspiration from Lawrence & Suddaby (2006).	Ethnomethodology: everyday interaction and breaches	Heaphy (2013), Palmer *et al.* (2015)
		Analysis of fiction: IW in Victorian fiction	Calvard (2019)
		Linguistic equivalence: how standards are translated from English to Finnish	Kettunen (2017)
		Content analysis: quantitatively visualize social media	Suddaby et al. (2015)
Developing methods	Developing IW methodology	Participatory action research. No articles used this method.	Dover & Lawrence (2010)
		Ethnography. Relatively common in our database.	Bjerregaard (2011)
		Rhetorical criticism	Engstrom (2010)

APPENDIX 12. ADDITIONAL REFERENCES IN TABLES

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