

**Inside Out: A Cultural Study of Environmental Work in
Semiconductor Manufacturing**

by

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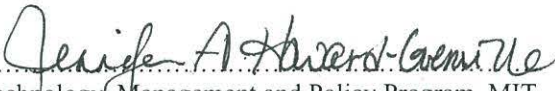
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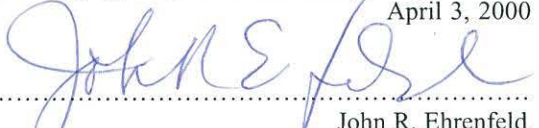
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Abstract

In this thesis I propose and develop a cultural perspective on corporate environmental management. A company's culture shapes how its members perceive the natural environment and understand the impacts of their work on it. That is, what constitutes an environmental problem for a manufacturing organization, and what constitutes an appropriate solution, are defined as much by internal routines, norms and priorities, as they are by external forces like regulation, public pressure, and available technology. My findings are based on a nine-month ethnographic study of a major semiconductor manufacturer, and a comparison of the dominant technology development and manufacturing subculture with the more marginal environmental subculture. Using anthropologist Mary Douglas' group/grid framework as a starting point, I analyze the differences between these two subcultures and explore their consequences for the integration of environmental work with technology development and manufacturing work. I suggest that fundamental differences between subcultural norms may limit the degree to which consideration of the state of the natural environment can be incorporated into the core work of a manufacturing organization.

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