

## ABSTRACT

In recent years, the micro-foundations movement has emerged in institutional theory, redirecting the focus on the structural influence of institutions to the mutual construction between institutions and organizational/individual actions. Scholars argue that micro-foundation studies can provide a new angle to advance organizational institutionalism by shedding lights on changes and dynamics rather than stability and continuity. However, we still have limited understanding of the situational, action-formation, and transformation mechanisms in institutional micro-foundational processes. Thus, my research question is: how are the field, organizational, place, and practical mechanisms involved in institutional micro-foundation dynamics?

To address this overarching research question, I conducted three studies. In the first study, I used systematic review methods to explore how situational and transformation mechanisms at the field and organizational levels mediate the relationship between institutions and individuals. In the second study, I explored how the situational mechanisms of places affect institutionalized practices and institutional actors that inhabit them. In particular, I used archival material to explore inductively how peasants in three regions of Akita Prefecture between 1899 and 1945 preserved the tradition of brewing and drinking unfiltered sake (doburoku) in the face of government crackdowns. In the third study, I examined how action-formation mechanisms shape the boundaries of strategic organizational practices within the institutional context. In this study, I quantitatively analyzed panel data on Shinkin Banks' utilization of loans guaranteed by Credit Guarantee Associations.

The three studies that comprise this dissertation identified and theorized several situational, action-formation, and transformation mechanisms at the field level, organizational level, and in places, thereby enhancing our understanding of institutional processes, extending existing discussions of the micro-foundations of institutions, and providing a toolbox for exploring and interpreting causal relationships among institutional phenomena. They also offered several important theoretical implications for studying institutional change, the relationship between institutions and places, and policy implementation by organizations.