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Organizational Entry

Robert A. Giacalone, Paul Rosenfeld



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Organizational Communication Theory and Research Vernon D. Miller, Marshall Scott Poole, 2024-07-01 The Handbook of Organizational Communication Theory and Research offers concise but thorough reviews of important research on traditional and emerging areas in organizational communication Section One Theory and Methods provides an overview of the field s history prominent theories and methodologies Section Two Processes focuses on primal processes such as leadership organizational entry conflict power and inclusion Section Three Contexts focuses on the settings where organizational communication occurs including teams and workgroups networks and organizational structure Section Four Technology considers the development and introduction of new media and intelligent technologies into organizations The final section Emerging Areas addresses communication issues associated with changing environmental social and political upheavals including wellness corporate social responsibility and crisis response The Handbook of Organizational

Communication Theory and Research covers topics of pressing interest to current scholars and practitioners many of which have not been addressed in previous handbooks

Organization and Newness Michael A. Peters, Susanne Maria Weber, 2019-01-14 Organization and Newness Discourses and Ecologies of Innovation in the Creative University offers a view from a perspective of organizational education on the new which analyzes the production of the new within organizations in relation to the inherent learning processes Fundamental for this perspective is the question about the changeability of organizations especially when these are not viewed only as instrumentally established regulatory structures but rather as social constructs The contributions of this volume contour the complexity of newness in organization and form a bridge from critical analysis of imperative discourse of newness to programmatic pleas of an organizational pedagogy which is normative in nature for a reconfiguration of organizational and societal relationships The issue at hand shows how tightly the question about newness is constitutively woven into the self conception of organizational education and pedagogy

The Practice of Organizational Diagnosis Clayton Alderfer, 2011 The Practice of Organizational Diagnosis Theory Methods presents a new paradigm for examining the intergroup dynamics of organizations by combining the procedures of organizational diagnosis with the theory of embedded intergroup relations In this volume Alderfer explains the relevance of the paradigm concept for the present work shows the importance of intergroup relations in the formative organization studies reviews extant modes of organizational diagnosis and demonstrates the limitations of interpersonal and intra group theories He then presents the five laws of embedded intergroup relations as a response to the problems associated with the earlier work After comparing and contrasting alternative group level theories and explaining the several meanings of empirical support the author describes the empirical basis of the five laws Based on examining alternative codes of professional conduct and applying the five laws he provides his prescriptions for the ethical basis of sound diagnostic practice With the theory and ethical position in place he then explains procedures for conducting each phase of organizational diagnosis entry data collection data analysis and feedback He follows that by reporting the empirical bases for the methods used in the four phases The volume concludes by describing the courses and educational processes essential for educating people to conduct organizational diagnoses A recurring theme from beginning to end is that the lawfulness of human behavior in relation to organizations is as applicable to diagnosticians whether working alone or in teams as it is to their clients By addressing theory method data and values the volume presents a complete paradigm for organizational diagnosis

The Innovation Algorithm Genrikh Saulovich Al'tshuller, 1999 Genrich Altshuller's The Innovation Algorithm is a milestone in the development of the Theory of Inventive Problem Solving TRIZ It is the result of more than 20 years of research and analysis Here Altshuller details ARIZ TRIZ's problem solving algorithm that can produce innovation and creativity of the highest order Saturated with profound thoughts insights and convincing examples this book is regarded by many as Altshuller's magnum opus his handbook for a creative and technological revolution Back cover

Groups at Work Marlene E. Turner, 2014-04-04 This book has two purposes First it is

fundamentally about groups at work both as they attempt to accomplish their goals and as they operate in organizational settings Second it draws together group researchers from social psychological and organizational studies Each chapter focuses on a central issue regarding groups as they work and examines that issue by drawing from both social psychological and organizational research Thus this book centers on the convergence and divergence of these two fields

Personnel Selection and Assessment Heinz Schuler, James L. Farr, Mike Smith, 2013-03-07 The impetus for this volume came from the editors belief that most current research and thinking about personnel selection and assessment in organizations considered only the perspective of the employer The job applicant seeking to join the organization or the employee being considered for promotion or reassignment was typically given little attention from the designers of employment or assessment systems They believed that this imbalance had several negative implications 1 Organizational selection and assessment appeared to be the principal area within work and organizational psychology that had forgotten a basic tenet of the profession of psychology namely that the welfare of the individual is paramount 2 A lack of concern for the individuals who were being assessed could result in additional criticisms of psychological assessment in employment settings 3 The acceptability of selection and assessment devices and systems may impact in largely unknown ways on the decisions of individuals to apply for jobs or transfers thus affecting the selection ratio and potential utility of such systems 4 Individual reactions to the characteristics of assessment and selection devices could affect the accuracy of the information obtained about those individuals adversely affecting the reliability and validity of resulting personnel decisions Informally discussing these concerns with their professional colleagues the editors found that others were similarly troubled Their next response was to organize a three day conference bringing together a number of researchers in applied psychology to present papers and participate in discussions related to balancing individual and organizational needs in selection and assessment Revisions of the papers presented at this conference form the core of this volume

Transcultural Realities Virginia H. Milhouse, Molefi Kete Asante, Peter O. Nwosu, 2001-07-24 This text challenges the quantitative social science perspective on intercultural communication by examining critical issues from diverse perspectives Key topics include historical and religious perspectives racial and ethnic issues cross cultural adaptation and methods of researching other cultures The book takes a more critical cultural worldview of intercultural communication includes some of the major thinkers of the contemporary times including Molefi Kete Asante Ama Mazama Anthony Monteiro and Ali Mazrui is constructed so that professors and students of any cultural group might use it

Social Networks at Work Daniel J. Brass, Stephen P. Borgatti, 2019-11-26 Social Networks at Work provides the latest thinking from top notch experts on social networks as they apply to industrial and organizational I O psychology Each chapter provides an in depth review along with discussions of future research and managerial implications of the social network perspective Altogether the volume illustrates the importance of adding a social capital perspective to the traditional human capital focus of I O psychology The volume is organized into two groups of chapters the first seven chapters focus on

specific network concepts such as centrality affect negative ties multiplexity cognition and structural holes applied across a variety of topics The remaining eight chapters focus on common I O topics such as personality creativity turnover careers person environment fit employment teams and leadership and examine each from a network perspective applying a variety of network concepts to the topic This volume is suited for students and academics interested in applying a social network perspective to their work as well as for practicing managers Each topic area provides a useful review and guide for future research as well as implications for managerial action

Understanding Careers Kerr Inkson, 2006-07-07 Understanding Careers The Metaphors of Working Lives uses a unique framework of nine archetypal metaphors to encapsulate the field of career studies Using an easy to read style author Kerr Inkson examines key concepts illustrating them with over 50 authentic career cases to build an excellent bridge between theory and real life

Impression Management in the Organization Robert A. Giacalone, Paul Rosenfeld, 2013-04-15 Impression management theory has been popular in sociology and social psychology for many years This volume offers the first comprehensive application of impression management theory to organizational settings Researchers and practitioners in organizational settings have recently been using this theory as an explanatory model to focus on the roles and identities that social actors utilize in interpersonal situations The theory of impression management provides a framework for the techniques and strategies people use in order to look good as well as the excuses and justifications they employ to avoid looking bad

The Cambridge Handbook of Workplace Affect Liu-Qin Yang, Russell Cropanzano, Catherine S. Daus, Vicente Martínez-Tur, 2020-07-16 Are you struggling to improve a hostile or uncomfortable environment at work or interested in how such tension can arise Experts in organizational psychology management science social psychology and communication science show you how to implement interventions and programs to manage workplace emotion The connection between workplace affect and relevant challenges in our society such as diversity and technological changes is undeniable thus learning to harness that knowledge can revolutionize your performance in tackling workday issues Applying major theoretical perspectives and research methodologies this book outlines the concepts of display rules emotional labor work motivation well being and discrete emotions Understanding these ideas will show you how affect can promote team effectiveness leadership and conflict resolution If you require a foundation for understanding workplace affect or a springboard into deeper more interdisciplinary research this book presents an integrative approach that is indispensable

Research in Personnel and Human Resources Management Joseph J. Martocchio, Aparna Joshi, Hui Liao, 2012-07-30 This volume contains six papers on important issues in the field of human resources management continuing the tradition of the series to develop a more informed understanding of the field These papers represent excellent scholarship illustrating the truly interdisciplinary character of the field

Organizational Membership Howell S. Baum, 1990-01-01 This book tells why people want to feel like members of work organizations and why doing so is difficult Using case examples it presents a psychoanalytic perspective on organizational entry and the

process of entry negotiations for workers which sometimes lasts years Interview material shows how workers try to use organizations to develop and how entire careers reflect satisfaction or disappointment with initial organizational experiences Baum presents a useful framework for interpreting organizational behavior in terms of workers efforts to develop He shows how developmental expectations must be met before workers can identify with organizational goals or feel close to colleagues and how worker motivation is possible only in organizations that meet individuals growth needs **Advanced Introduction to Employee Engagement** Saks, Alan M., Gruman, Jamie A., 2021-08-27 This Advanced Introduction provides a cutting edge review of employee engagement illustrating the theories and key instruments for research that underpin the field and its antecedents and consequences It translates the science into practice by offering recommendations on how to build an engaged workforce and how to socialize and engage newcomers **The Oxford Handbook of Positive Organizational Scholarship** Kim S. Cameron, Gretchen M. Spreitzer, 2013-05-02 An ideal resource for organizational scholars students practitioners and human resource managers this handbook covers the full spectrum of organizational theories and outcomes that define explain and predict the occurrence causes and consequences of positivity

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