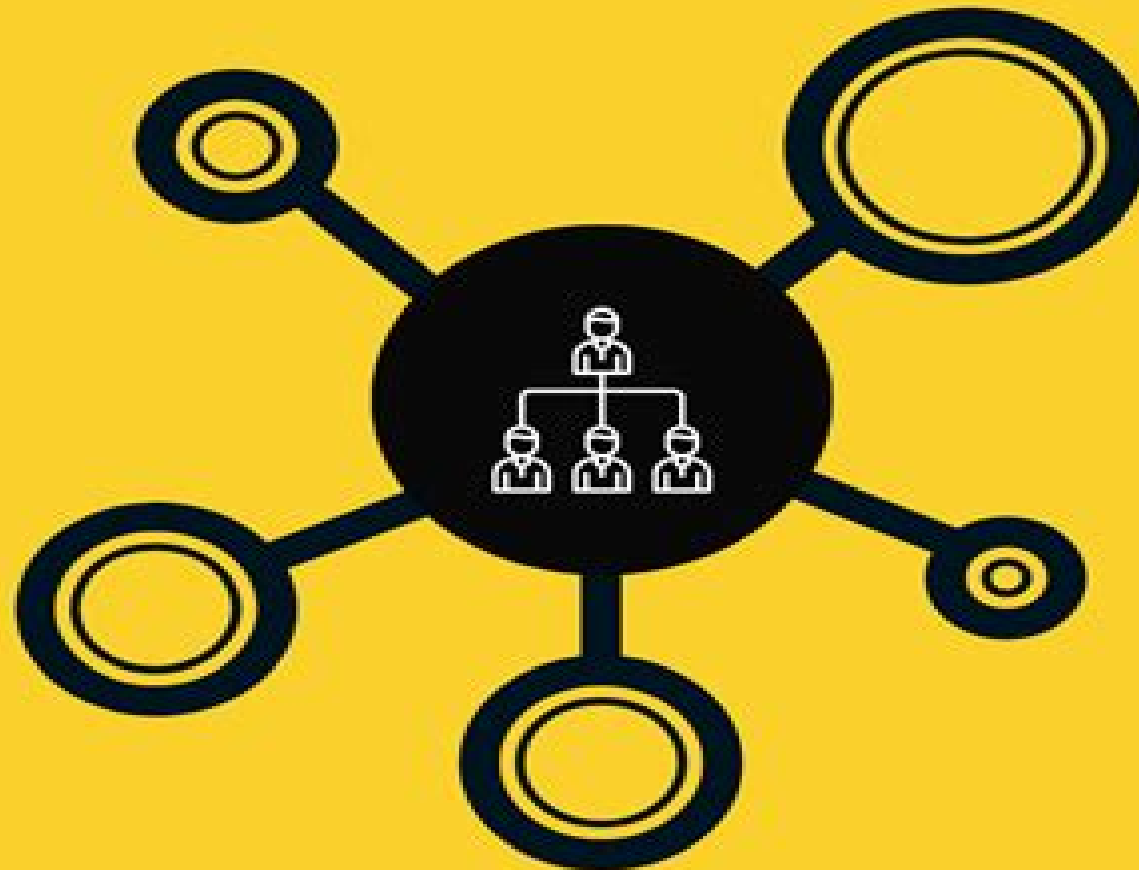


ORGANIZATIONS/LEADERSHIP

Sources of Power



Power In Organizations

Mayer N. Zald



Power In Organizations:

Power in Organizations Jeffrey Pfeffer, 1981 Understanding the role of power in decision making Assessing power in organizations Conditions for the use of power Sources of power in organizations Political strategies and tactics Political language and symbols mobilizing support and quieting opposition Power in use Perpetuating power Power politics and management

Power and Organizations Stewart R Clegg, David Courpasson, Nelson Phillips, 2006-06-29 A marvelous addition to the literature on both organizations and power It is well grounded in the research on these topics and especially the wide range of relevant theorizing The book is terrific at bringing together theory research and the world of organizations George Ritzer Distinguished University Professor University of Maryland This book tirelessly illuminates the nooks and crannies of the power literature taking readers on an audacious tour of power's multiple conceptualizations and expressions Hugh Willmott Diageo Professor of Management Studies University of Cambridge Clegg and his associates expose the power dynamics that lie at the heart of all political and organizational arenas and in so doing they shed light on the underbelly along with the creative potentialities in organizational life Joyce Rothschild Professor of Sociology Virginia Polytechnic Institute and State University Strange but true most studies of organizational hierarchies downplay the issue of power or uncritically assume more is better while ignoring its pernicious effects Stewart Clegg David Courpasson and Nelson Phillips set the record straight Joanne Martin Merrill Professor of Organizational Behavior and by courtesy Sociology Stanford University Graduate School of Business Stanford In this tour de force Stewart Clegg David Courpasson and Nelson Phillips provide a comprehensive account of power and organizations unlocking power as the central relation of modern organizations and society The authors present an excellent synthesis of organization social and political theory to offer an overview of power and organizations that is historically informed addresses current issues and is comprehensive in scope Power and Organizations reviews the evolution of theories on power and organization presenting not only the theorists who identify power as positive but also dealing with the negativity of power and the real horror of which organizations are capable which has thus far been underplayed in organization theory At the core of organizational power projects are organizational elites whose politics and projects are examined extensively in the book The book concludes by examining the implications for organizations and their elites of the trends tendencies and theories considered in the course of the book This book is required reading for graduate students and researchers in areas such as organizational social and political theory

Managing With Power Jeffrey Pfeffer, 1993-11-12 Although much has been written about how to make better decisions a decision by itself changes nothing The big problem facing managers and their organizations today is one of implementation how to get things done in a timely and effective way Problems of implementation are really issues of how to influence behavior change the course of events overcome resistance and get people to do things they would not otherwise do In a word power Managing With Power provides an in depth look at the role of power and influence in organizations Pfeffer shows convincingly that its

effective use is an essential component of strong leadership With vivid examples he makes a compelling case for the necessity of power in mobilizing the political support and resources to get things done in any organization He provides an intriguing look at the personal attributes such as flexibility stamina and a high tolerance for conflict and the structural factors such as control of resources access to information and formal authority that can help managers advance organizational goals and achieve individual success

Power in Organizations Mayer N. Zald, 1970 *Power and Politics in Organizations* Cynthia Hardy, 1995 This is a collection of articles exploring the issue of power in relation to organizations It asserts that any attempt to understand the large literature on power must extend beyond the confines of organization and management theory The argument underlying the volume is that broad exploration is essential because management studies of power have been for the most part severely constrained tending to view power from a functionalist perspective In so doing issues of how power becomes embedded in existing organizational structures cultures practices rules and regulations have been ignored

Resistance and Power in Organizations John M. Jermier, David Knights, Walter R. Nord, 1994-01-01 This state of the art collection develops the theme of resistance from below in everyday organizational life Building on a body of theory dealing with power control and domination in the labour process international contributors expand the analysis by focusing on material circumstances and subjective states that lead to subtle forms of subversion and sabotage as well as to more overt forms of defiance and protest Throughout the volume discussion is supported by case studies interviews surveys and ethnographic data drawn from around the world to reveal resistance practices which range from those hidden in the crawl spaces of organizations to those that are more public and demonstrative Recent developments in critical social theory are used to provoke thinking about resistance both as a response to power and a form of power Uniquely the contributions show that oppressive practices at work can be met with powerful counterforces and that resistance need not only take the form of quiet resilience Presenting an empowering view of insubordination this volume will be of interest to those in the fields of organizational sociology organizational behaviour industrial and labour relations and women s studies

Leadership and Power Daan Van Knippenberg, Michael A Hogg, 2004-02-17 Leadership and associated power issues lie at the core of group life in a variety of contexts Even the most informal of groups typically have some form of leadership in their organization and the understanding of leadership and power from a psychological standpoint can inform a greater understanding of group dynamics both inside and outside of the workplace Leadership and Power is a synthesis of contributions from eminent social psychologists and organizational scientists that addresses these issues from a fresh perspective In recent years these themes have been re examined through the lens of social categorization approaches that highlight people s social identity and social roles as group members as well as the processes that influence perceptions of and expectations about people and groups The book is wide ranging chapters cover such diverse issues as interpersonal versus group oriented styles of leadership leadership of totalist groups political leadership and gender and leadership It

represents a state of the art overview of this burgeoning field that will be important to a host of disciplines Elements of cross referencing to highlight thematic links as well as effective chapter conclusions will make the text appealing to advanced students taking courses in social and organizational psychology management and organization studies not just scholars interested in these themes **Real Power** Janet O. Hagberg, 2002-09-02 Janet O Hagberg has written a dynamic book about power real personal power for forward looking people and organizations who want to harness their own power for the common good I wrote this book says Hagberg to transform the way we think about power and leadership It takes people on a journey beyond achievement and success to a stance in which power comes from their inner core and they lead from their souls There is no doubt that the world is ready for a new model of leadership In this third edition Janet Hagberg addresses much that she has learned from her readers The result is a deepening of the descriptions of each stage a new way to think about the dark side of each stage new stories of each stage derived from her readers a connection to the spirituality expressed at each stage as well a description of The Wall between Stages Four and Five Throughout the book the author adds more of her personal story to illustrate her experiences and observations of each of the stages of power

Organizational Power Politics Gilbert W. Fairholm, 1993-01-26 Organizational Power Politics is about how individuals can achieve their objectives in organizational work groups Office politics or organizational politics is a significant part of the life of everyone who works with others in formal or informal groups These relationships are power tinged and success can be attained only as we use power effectively Understanding what power is and how it can be used to gain personal or group objectives is the focus of the book It provides readers with specific recommendations about the situations in which power use can be effective and it identifies those tactics most effective in leading subordinates and superiors toward the achievement of our goals This work will be of interest to scholars and practicing managers seeking information on how better to use organizational politics to attain personal and organizational goals It provides insight into power theory as well as a practical model for power use strategic orientation and operational tactics **The Theory of Power and Organization** Stewart Clegg, 2013

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