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Baykal, Elif



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and political influence offering fresh insights into how these elements shape organizational culture and performance Leaders and managers will gain valuable strategies for navigating power structures and interpersonal relationships while employees will find guidance on advancing their careers through strategic political awareness Topics such as group behavior diversity and inclusion cultural and emotional intelligence and ethical decision making are thoroughly examined Each chapter is designed for clarity and emphasizes practical application By doing so the volume equips readers with the skills to implement effective strategies in the workplace The book further provides a better understanding of organizational behavior and enables readers to drive positive change in the workplace By blending theory with actionable insights the book will appeal to students academics and professionals alike interested in learning how to address real world challenges

Research Companion to the Dysfunctional Workplace Janice Langan-Fox, Cary L. Cooper, Richard J. Klimoski, 2007 A work exposing and exploring the phenomena of the dysfunctional workplace is long overdue This fascinating book does just that uncovering the subversiveness counter productive behaviour and unspoken issues that managers struggle with on a daily basis This Companion not only explores organizational dysfunction as it concerns individuals it also examines broader issues of dysfunction and its effects with regards teams managers and organizational systems Lively discussion encompasses the symptoms of distress illness absenteeism and inefficiency that point towards behavioural disorders and system wide malfunction From personality disorders to wars over territory the book chronicles and reveals the true nature of often hidden workplace problems including bullying unethical behaviour loss of trust organizational deviance cowardice workaholism negative humour and emotions personality disorders mismanagement and malfunctioning performance and selection systems So what can be done Practical solutions to these dysfunctional phenomena are presented by international experts from a range of disciplinary backgrounds including management psychology and economics This fascinating highly original book will be of enormous interest to students researchers academics and practitioners across all sectors of business and management human resource management in particular

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Handbook of Organizational Politics Eran Vigoda-Gadot, Amos Drory, 2006 This exciting

Handbook offers a broad perspective on the intriguing phenomena of power influence and politics in the modern workplace their meaning for individuals groups and other organizational stakeholders and their effect on organizational outcomes and performances The contributors illustrate the fact that organizational politics has many facets and definitions all relating to the use of personal or aggregate power in influencing others and better achieving goals in the workplace However politics in organizations is difficult to study as neither employees nor management are keen to divulge the political secrets and dynamics that help them to promote their own ideas and goals and to advance in the workplace In the face of this challenge the Handbook presents a comprehensive collection of original studies and theoretical discussions from across the globe Providing a starting point for new research in the area issues dealt with include politics personality and leadership ethics fairness and prospects of trust in workplace politics organizational politics and employees well being strategy change and decision making as a political process human resource management and consulting in a political sphere Offering a fresh and up to date take on the topic this highly original Handbook will be a fascinating read for academics students and researchers in the fields of management and organizational behavior The wide range of perspectives presented in this book written by some of the leading scholars and researchers in the field will also be invaluable to practitioners in management and to individuals in organizations who require a better understanding of the meaning of power and influence in the modern workplace

The Sage Handbook of Organizational Research Methods Professor David Buchanan, Professor Alan Bryman, 2009-05-01 The SAGE Handbook of Organizational Research Methods provides a rich resource for organizational researchers locating the technical aspects of organizational research in the wider context of the relevant personal epistemological theoretical historical ethical and political issues David Buchanan and Alan Bryman have gathered together many of the world's leading writers on theory method and analysis in organizational research and have made this the most comprehensive and cutting edge volume in this ever growing field

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