



Managing Intergroup Conflict in Industry

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Managing Intergroup Conflict In Industry

Ronald E. Riggio



Managing Intergroup Conflict In Industry:

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Managing Intergroup Conflict in Industry Robert Rogers Blake, Herbert A. Shepard, Jane Srygley Mouton, Foundation for Research on Human Behavior, 1946 **Managing intergroup conflict in industry** Robert R. Blake, 1968 **Managing**

Conflict in Organizations M. Afzalur Rahim, 2017-07-12 After much debate by business professionals organizational conflict is now considered normal and legitimate it may even be a positive indicator of effective organizational management Within certain limits conflict can be essential to productivity This book contributes to the investigation of organizational conflict by analyzing its origins forms benefits and consequences Conflict has benefits it may lead to solutions to problems creativity and innovation In contrast little or no conflict in organizations may lead to stagnation poor decisions and ineffectiveness Managing Conflict in Organizations is a vigorous analysis of the rational application of conflict theory in organizations Conflict is inevitable among humans It is a natural outcome of human interaction that begins when two or more social entities engage one another while striving to attain their own objectives Relationships among people or organizations become incompatible or inconsistent when two or more of them desire a similar resource that is in short supply when they do not share behavioral preferences regarding their joint action or when they have different attitudes values beliefs and skills This book examines these root causes of organizational conflict and offers constructive perspectives on its consequences

Managing Intergroup Conflict in Industry Robert Rogers Blake, 1968 Army Organizational Effectiveness Journal, 1981 *Managing Intergroup Conflict in Industry*, 1967 Study of group dynamics within the business organization comprises guidelines to innovative practice in managing conflicting group behaviour in the organisation and to effective coordination between such units as management and trade union sales and operations staff and line headquarters and field etc and covers various aspects of labour relations and collective bargaining Bibliographys at the end of each chapter

International Encyclopedia of Organization Studies Stewart Clegg, James R. Bailey, 2008 Describing the field spanning individual organisation societal and cultural perspectives in a cross disciplinary manner this is the premier reference tool for students lecturers academics and practitioners to gather knowledge about a range of important topics from the perspective of organisation studies Using Conflict in Organizations Carsten K W De Dreu, Evert Van de Vliert, 1997-11-24 This text is unique in looking at the positive effects of conflict in groups and organizations The book is able to provide a general theoretical framework and a sharp focus on thematic issues **The Handbook of Conflict Resolution** Peter T. Coleman, Morton Deutsch, Eric C. Marcus, 2014-02-28 Praise for The Handbook of Conflict Resolution This handbook is a classic It helps connect the research of academia to the practical realities of peacemaking and peacebuilding like no other It is both comprehensive and deeply informed on topics vital to the field like power gender cooperation emotion and trust It now sits prominently on my bookshelf Leymah Gbowee Nobel Peace Prize Laureate The Handbook of Conflict

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Introduction to Industrial/Organizational Psychology
Ronald E. Riggio, 2017-09-19. *Introduction to Industrial/Organizational Psychology* provides an accessible approach to psychological theory and its applications to the world of work. Using both classic theories and research along with the latest developments and innovations, this student-centered text shows practical applications of theoretical concepts using examples from work situations that students may be familiar with, such as service industries, internet companies, and startups, in addition to traditional office and factory work settings. Each chapter includes key terms and review questions, and the text features special sections highlighting applications of I/O psychology theories, psychological approaches to everyday work situations, and current areas of research and practice. The seventh edition is thoroughly updated to include the latest research on each key topic. It also includes expanded coverage of international issues, job engagement, and emerging topics in the field, such as workplace bullying, virtual teams, and organizations, agile organization structures, and web-based training and assessment. The book will be of interest to undergraduate students in introductory I/O psychology or psychology of work behavior courses. For additional resources, please consult the Companion Website at www.routledge.com/cw/riggio, where instructors will find an expanded instructor's manual, test bank, and lecture slides, and students will find chapter summaries and learning objectives. Ronald E. Riggio is the Henry R. Kravis Professor of Leadership and Organizational Psychology at Claremont McKenna College. He has published nearly two dozen authored or edited books and more than 150 articles and book chapters.

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Ronald E. Riggio, 2015-07-17. Demonstrates the connection between psychological theory and application in the field of Industrial/Organizational Psychology. *Introduction to Industrial/Organizational Psychology* is a student-centered, real-world-driven program designed and written with the student in mind, giving examples and illustrations relevant to their world of work. The sixth edition continues to be accessible.

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Conflict Management in Nonprofits Yashwant V. Pathak, 2025-03-31 Nonprofit organizations NPOs where citizens come together to solve societal problems promote civic engagement and create the building blocks of democracy are a major sector and employer both in the United States and the rest of the world This book addresses conflicts in the nonprofit organization sector and offers ways to resolve and manage these conflicts Conflict Management in Nonprofits Volume 1 explores conflict management with regard to employees vs volunteers gender and inclusiveness mindfulness religious groups working with governmental organizations as well as political issues Perspectives on negotiation mediation and facilitation are presented throughout In this the first title in a two volume collection an exceptional set of renowned authors explore the topic of conflict management with a focus on secular nonprofits This book will be a valuable resource for academicians scholars students as well as social political activists and the layperson interested in volunteer driven nonprofit organization management

Facilitating with Ease! Core Skills for Facilitators, Team Leaders and Members, Managers, Consultants, and Trainers Ingrid Bens, 2012-03-19 Since the publication of the first edition of Facilitating with Ease in 2000 this bestselling book has become the go to reference for anyone who wants to become skilled in the art of facilitation This thoroughly revised and updated third edition includes easy to follow instructions techniques and hands on tools Facilitating with Ease offers the basics on running productive meetings with confidence and includes the information needed to train others to become skilled facilitators as well Filled with dozens of exercises surveys and checklists that can be used to transform anyone into an effective facilitator this revised edition covers new topics such as Why and when leaders should facilitate and how to manage neutrality Diversity globalization new technologies and employee engagement When leaders should facilitate and when others should do it Sharing facilitation with others This new edition also includes meeting design template surveys and questionnaires Praise for Facilitating with Ease Facilitating With Ease provides clear and effective guidelines for group facilitation In China we are using this book to help organizations develop facilitative leaders who can successfully invoke the spirit of cooperation and team synergy Ren Wei professional facilitator X ian China Facilitating With Ease helps beginners as well as experienced facilitators find their way among different aspects of facilitation Easy to understand this book provides insight into the principles of facilitation and examples of practical applications for concrete situations Sieglinde Hinger Siemens Corporation Austria Facilitating with Ease is the fundamental read if you want to be an

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Organization Theory and Governance for the 21st Century Sandi Parkes Pershing, Eric K. Austin, 2014-08-21 Applying organization theory to public and governance organizations *Organization Theory and Governance for the 21st Century* presents readers with a conscious and thoughtful awareness of the history and evolving nature of organizations Authors Sandra Parkes Pershing and Eric Austin address emerging theories rarely touched upon in competing titles and take a deeper look into assumed theories to give the student a chance to critically consider the consequences these embedded assumptions have for organizational practice By providing a consistent theoretical grounding and a clear focus on post traditionalist thinking the book gives students the background they need to analyze organizational settings and take effective action in the unique setting of contemporary governance

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Hidden Conflict In Organizations Deborah Kolb, Jean M. Bartunek, 1992 Kolb and Bartunek s *Hidden Conflict in Organizations* picks up where earlier works left off They provide some much needed conceptual elaboration and empirical detail elaboration and detail that earlier contextualist perspectives have not provided Despite being an edited volume this book is surprisingly well focused and delicious to consume In directing our attention to the usual darkened and easily overlooked corners of organizational strife this book provides a particularly compelling documentation of the social contextualist thesis By documenting how minimal most organizational actors awareness of context is coupled with active processes of denial avoidance and discounting this book reminds us just how important it is to attend occasionally to the perceptual ground within which a figure is embedded The book does a beautiful job at articulating the importance of social context *Negotiation Journal* What a timely and much needed volume for the field of conflict research We believe wholeheartedly in the book s continuous theme about there being a hidden side to conflict a side which we feel is hidden to

scholars not to disputants or even practitioners The volume's contributors clearly illustrate that unexplored gaps exist between the conflict studied by scholars and the multifaceted experience of those knee deep in organizational conflict The reward for this focus is a richer and more dynamic picture of the experiences and functions of conflict in the organization This volume will and indeed should make us more aware of our own ways of constructing other's disputes and hence the field's current theories and prescriptions and proscriptions This work will really have its impact when it significantly transforms our ways of studying and understanding conflict and eventually leads us to develop innovative and more effective ways for people to deal with resolve or stimulate their disputes in the workplace We thank the editors and the authors for a wonderful beginning Journal of Organizational Behavior Necessary reading for anyone interested in a comprehensive understanding of conflict theory The dominant strength of this book is that it looks beyond the sometimes fraudulently tidy constructs of conflict theory to the messy and often irrational nature of social intercourse The succinct recapitulation of organizational theory that is relevant to conflict studies and the extensive notes and bibliographical references in the book give the reader quick and effective access to the conflict resolution literature The case study approach makes the book attractive as supplementary reading Canadian Journal of Communication Scholarly works that invite or force critical reexamination of assumptive frameworks are especially valuable Hidden Conflict in Organizations is such a work The authors of the present volume go beyond early contributions however by providing much needed conceptual elaboration and empirical detail regarding precisely how conflicts remain hidden in organizations and the consequences of such hiddenness The conceptual contributions made by these diverse individual efforts become most obvious when they are viewed against the backdrop of mainstream conflict theory and research Hidden Conflict does a service by reminding us also of the many ways in which conflict is embedded in larger more complex social contexts and cultures This is the kind of book that reminds you of the pleasures of subtlety and that prompts a more nuanced understanding of a phenomenon Good scholarly works like good poetry often bring to light lacunae They allow one to feel the textures and contours of a landscape that often escape the eye This is such a book The Academy of Management Review The book represents a thoughtful collection of recent research and provocative thinking about very different kinds of disputes mostly covert and informal and how they are managed or left to fester in very different kinds of organizational settings This is a unique contribution to the study of conflict in organizations The authors have made a major contribution to a vast body of knowledge and opened up new avenues for applied research The authors are to be lauded for raising our awareness of hidden conflicts their pervasiveness and destructiveness in organizations of all kinds If you are a student of conflict and are seeking a scholarly work this book is for you It will broaden your perspective tell you something you didn't know and give you plenty to think about Personnel Psychology This book lends a refreshing perspective on an old theme Stern's HR Management Review This is a much needed and delightful book about the hidden side of organizational life The wide variety of settings in which hidden conflicts are observed and the high quality

of the authors and their writing makes this not only an important but eminently readable book Edgar H Schein Sloan School of Management Massachusetts Institute of Technology The individual essays are excellent and well written Each of the essays in addition to descriptive material offers a useful theoretical framework for understanding informal dispute resolution The essays would provide useful supplemental reading for a course in dispute resolution theory and also could be used as examples in a practice course The Alternative Newsletter Conflict is a persistent fact of organizational life In the midst of daily activities disputes arise over a host of work and other issues In contrast to the findings in traditional studies of conflict in organizations most organizational conflict never becomes public Rather it is expressed during routine social and work related interactions among members and occurs in ways that reflect the specific organizational structures and cultures in which the interactions are embedded This examination richly details some of these less public forms of conflict which may take the form of avoidance toleration gossip and vengeance A collection of ethnographic studies of conflict management Hidden Conflict in Organizations illustrates the use of these behind the scenes approaches in a wide variety of organizational settings including a police department start up biotechnology firm and labor management negotiation The contributors make it clear that far from being an occasional occurrence in organizations conflict is embedded in their very fabric They draw on theory developed in other fields disputing in legal contexts deconstruction of texts and ideological critique among others to examine conflictual processes in organizations Adding a new dimension to the study of organizational conflict this volume looks at the frequency of conflict shows how conflicts are really handled in organizations and suggests that these conflicts can be better managed for organizational effectiveness

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