

Role Transitions in Organizational Life

An Identity-Based Perspective

Blake E. Ashforth



Series in Organization and Management

Role Transitions In Organizational Life An Identity Based Perspective

**Tania Broadley, Yuzhuo Cai, Miriam
Firth, Emma Hunt, John Neugebauer**



Role Transitions In Organizational Life An Identity Based Perspective:

Role Transitions in Organizational Life Blake Ashforth, 2000-10 Identity or roles in Organizations is being looked at as we realize that everyone is wearing many different hats today parent spouse colleague manager worshipper etc and individuals interact with and within organizations

Role Transitions in Organizational Life Blake Ashforth, 2000-10-01 Identity based approaches to understanding thoughts feelings and actions in organizations have produced particularly in recent years an array of rich insights that have broadened the domain of organizational behavior This book brings these insights together in one complete source and uses them collectively to stretch further the boundaries of the discipline Blake Ashforth accomplishes this goal by creating new ways of viewing the many forms of role transitions evident in organizational life He looks at role transitions people make during the workday i e from spouse parent to employee and studies the identity and status issues faced This unique authored book also creatively accomplishes two scholarly objectives First it provides a needed review critique and integration of what is known about being socially defined in an organizational context and second it provides fresh and intriguing perspectives on the dynamics of role engagement and disengagement both within and between organizations This book will appeal to psychologists managers and lifespan development researchers interested in the transitions people make as they go through life

Handbook of Life Design Laura Nota, Jérôme Rossier, 2015-03-09 Our lives and careers are becoming ever more unpredictable The life design paradigm described in detail in this ground breaking handbook helps counselors and others meet people s increasing need to develop and manage their own lives and careers Life design interventions suited to a wide variety of cultural settings help individuals become actors in their own lives and careers by activating stimulating and developing their personal resources This handbook first addresses life design theory then shows how to apply life designing to different age groups and with more at risk people and looks at how to train life design counselors

Research Perspectives on Work and the Transition to Motherhood Christiane Spitzmueller, Russell A. Matthews, 2016-08-19 This book examines the intricate challenges faced by women and families during the transition to motherhood It presents unique theoretical and methodological approaches to studying women s transition from being employees to working mothers Its focus is on the impact of work on the transition to motherhood and the impact of motherhood on women s working arrangements work attitudes work experiences and perspectives Special attention is given to intervention research that can enhance the health and well being of mothers and employers as they reconcile demands of the family work interface Integrating theoretical framework development and methodological considerations this book provides an in depth introduction to the topic It brings together researchers and experts on the work family interface on workplace discrimination during pregnancy and early motherhood and well being

Identity and the Modern Organization Caroline A. Bartel, Steven Blader, Amy Wrzesniewski, 2007-02-22 Identity and the Modern Organization presents a lively exchange of ideas among psychology and management scholars on the realities of modern organizational life

and their effect on the identities that organizations and their members cultivate This book bridges the domains of psychology and management to facilitate a multi disciplinary multi level *The SAGE Handbook of Graduate Employability* Tania Broadley,Yuzhuo Cai,Miriam Firth,Emma Hunt,John Neugebauer,2022-11-23 This Handbook brings together the latest research on graduate employability into one authoritative volume Dedicated parts guide readers through topics key issues and debates relating to delivering facilitating achieving and evaluating graduate employability Chapters offer critical and reflective positions providing examples of a range of student and graduate destinations and cover a wide range of topics from employability development to discipline differences gender race and inclusion issues entrepreneurialism and beyond Showcasing positions and voices from diverse communities industries political spheres and cultural landscape this book will support the research of students researchers and practitioners across a broad range of social science areas Part I Facilitating and Achieving Graduate Employability Part II Segmenting Graduate Employability Subject by Subject Considerations Part III Graduate Employability and Inclusion Part IV Country and Regional Differences Part V Policy Makers and Employers Perceptions on Graduate Employability Emotion in Organizations Stephen Fineman,2000-06-27 This is an insightful book offers an in depth understanding of the dynamics at work within organizations but also offers ways forward for new researchers A n original contribution to the area of occupational psychology The book is appropriate for people who want to study organizational behaviour and occupational psychology It is thought provoking and practical Profbooks com Reviews This Second Edition contains key themes with all new contributors and is a completely separate work from the first Emotion in Organization presents original work from leading scholars in the field they engage with emotion as a qualitative phenomenon which shapes and is shaped by organizational life Examining how emotion cannot be simply separated from thinking judgment decision making and other so called rational organizational processes the book challenges us to build a passionate theory of organizations The introduction reviews the expansion of organizational emotion studies and their appeal to several social scientific disciplines Divided into four parts the book reveals through stories interviews confessions ethnographies and observations the way feeling and emotion lie at the heart of organizational functioning **The Oxford Handbook of Identities in Organizations** Andrew D. Brown,2020-01-09 Conceived as the meanings that individuals attach to their selves a substantial stockpile of theory related to identities accumulated across the arts social sciences and humanities over many decades continues to nourish contemporary research on self identities in organizations In times which are more reflexive narcissistic and fluid the identities of participants in organizations are increasingly less fixed and less certain making identity issues both more salient and more interesting Particular attention has been given to processes of identity construction often styled identity work Research has focused on how why and when such processes occur and their implications for organizing and individual group and organizational outcomes This has resulted in a burgeoning stream of research from discursive dramaturgical symbolic socio cognitive and psychodynamic perspectives that most often casts

individuals efforts to fabricate identities as intentional relational and consequential. Seemingly intractable debates centred on the nature of identities, their relative stability or fluidity, whether they are best regarded as coherent or fractured, positive or not, and how they are fabricated within relations of power combined with other conceptual issues, continue to invigorate the field. However, these debates have also led to some scepticism regarding the future potential of identities research. Yet, as the chapters in this Handbook demonstrate, there are considerable grounds for optimism that identity as root metaphor, nexus concept, and means to bridge levels of analysis, has significant potential to generate multiple compelling streams of theorizing in organization and management studies.

Rethinking the Knowledge Controversy in Organization Studies Walter R.

Nord, Ann F. Connell, 2012-03-29. Recently, the field of organization studies has been plagued by intense disruptive controversy about what counts as knowledge. This book, written by the major researchers and voices in the field of organization studies, attempts to respond to this controversy by offering the topic of generative uncertainty as the primary vehicle for rethinking about this issue. The authors prefer admitting uncertainty to making unwarranted assumptions. The ideas about questioning the possibility of knowledge that is certain goes back to before the time of Socrates. This unique historical look at the study of organization studies will be of interest to all students and scholars of this field. **A**

Psychological Approach to Entrepreneurship Dean A. Shepherd, 2014-12-31. Within an entrepreneurial context, what a person thinks and feels and how they behave are hugely consequential. Entrepreneurs often work in scenarios of considerable time pressure, task complexity, uncertainty, and high performance variance. This fasci

Navigating Leadership Susanne Braun, Tiffany Keller, Hansbrough, Gregory A. Ruark, Robert G. Lord, Rosalie J. Hall, Olga Epitropaki, 2024-08-02. Navigating Leadership provides evidence-based tools and recommendations to develop your leadership successfully. The book integrates knowledge in the areas of leadership and followership from evidenced-based global research and translates the findings into suggestions for organizational best practices. Am I a leader? How can I grow as a leader? How am I doing as a leader? How can I move on and let go of leadership? In a changing world of work, people are confronted with these questions about their leadership every day. This book considers such topics as reflecting on goals, impostorism, memory, experiencing meaningfulness at work, measuring leader performance, and the challenge of leaving leadership to offer ideas and answers to these questions of what it means to be a leader and how you can thrive on your own personal leadership journey. Each chapter provides a range of applied cases, tools, and techniques and critical commentaries to help uncover your leader identity, address personal challenges, and accelerate your leadership development. Addressing the persistent gap between research and practice in leadership and followership through research-practice translation, this is the ideal resource for professionals at both an individual and organizational level looking to support and increase leadership development. It will also appeal to scholars and students of leadership, followership, and leader identities.

Women's Under-Representation in the Engineering and Computing Professions: Fresh Perspectives on a Complex Problem Kathleen Buse, Catherine

Hill, Romila Singh, 2018-06-21 Understanding the many complexities that define gender inequality has been described by researchers as a grand challenge. Novel insights, innovation, a broader community to conduct research and to ascertain effective interventions are essential in the challenge to create organizations that are gender equal. As such, this Research Topic in *Frontiers in Psychology* addresses the underrepresentation of women in engineering and computing as a complex but solvable problem. This Research Topic seeks to inform the global community about advances in understanding the underrepresentation of women in engineering and computing with a focus on what enables change. Further, this Topic will promote fresh perspectives, innovative methodologies, and mixed method approaches important to accelerating the pace of change.

The Oxford Handbook of Leadership and Organizations David Day, 2014-05-20 As the leadership field continues to evolve, there are many reasons to be optimistic about the various theoretical and empirical contributions in better understanding leadership from a scholarly and scientific perspective. *The Oxford Handbook of Leadership and Organizations* brings together a collection of comprehensive state-of-the-science reviews and perspectives on the most pressing historical and contemporary leadership issues with a particular focus on theory and research and looks to the future of the field. It provides a broad picture of the leadership field as well as detailed reviews and perspectives within the respective areas. Each chapter, authored by leading international authorities in the various leadership sub-disciplines, explores the history and background of leadership in organizations, examines important research issues in leadership from both quantitative and qualitative perspectives, and forges new directions in leadership research, practice, and education.

The Oxford Handbook of Organizational Identity Michael G. Pratt, Majken Schultz, Blake E. Ashforth, Davide Ravasi, 2016-09-01 The topic of organizational identity has been fast-growing in management and organization studies in the last 20 years. Identity studies focus on how organizations define themselves and what they stand for in relation to both internal and external stakeholders. Organizational identity (OI) scholars study both how such self-definitions emerge and develop as well as their implications for OI, leadership, and change among others. We believe there are at least four inter-related reasons for the growing importance of OI. OI addresses essential questions of social existence by asking: Who are we and who are we becoming as a collective? It is a relational construct connecting concepts and ideas that are often viewed as oppositional, such as us and them, or similar and different. OI is also a nexus concept serving to gather multiple central constructs also represented in this Handbook. Finally, OI is inherently useful as knowing who you are is the foundation for being able to state what you stand for and what you are promising to others, no matter their relation with the organization. The Handbook provides a road map to the OI field, organized in over 25 chapters across seven sections. Each chapter not only offers a broad overview of its particular topic but also advances new knowledge and discusses the future of research in its area of focus.

The Educational Pathways and Experiences of Black Students at Stellenbosch University Aslam Fataar, This book features incisive qualitative understandings of key dimensions of the socio-educational pathways and experiences of black students at Stellenbosch.

University **A Contemporary Look at Organizational Justice** Joel Brockner, 2011-01-19 This book is for scholars with an interest in the burgeoning area of theory and research on organizational justice The ideas it describes forge connections between the justice literature and other prominent bodies of knowledge in organizational and social psychology including those pertaining to trust social identity attribution theory regulatory focus theory and cross cultural differences in people's beliefs and behaviors Though intended primarily for researchers this book is written in a very accessible way so that informed practitioners will gain considerable value from it **Leadership Processes and Follower Self-identity** Robert G. Lord, Douglas J. Brown, 2003-09-12 Presenting a follower centered perspective on leadership this book focuses on followers as the direct determinant of leadership effects because it is generally through follower reactions and behaviors that leadership attempts succeed or fail Therefore leadership theory needs to be articulated with a theory of how followers create meaning from leadership acts and how this meaning helps followers self regulate in specific contexts In this book an attempt is made to develop such a theory maintaining that the central construct in this process is the self identity of followers In developing this theoretical perspective the authors draw heavily from several areas of research and theory The most critical constructs do not come directly from the leadership literature but from social and cognitive theory pertaining to follower's self identity self regulatory processes motivation values cognitions and emotions and perceptions of social justice Leaders may have profound effects on these aspects of followers and it is by analyzing such indirect follower mediated leadership effects that most ideas regarding leadership theory and practice are developed Due to its broad theoretical focus this book is relevant to a number of audiences The authors principal concern is with the development of leadership theory and the practice of leadership making the book relevant to audiences in management applied psychology and social psychology They have tried to clearly define key constructs and provide practical examples so that the book could be accessible to advanced undergraduate students However the diversity of the underlying theoretical literatures and the complexity of the framework developed also make the book appropriate for graduate courses in those disciplines and for readers with a professional interest in leadership theory or practice **Multiteam Systems** Stephen J. Zaccaro, Michelle A. Marks, Leslie DeChurch, 2012-05-22 This book examines an emerging organizational form called the multi team system MTS This type of aggregation is being increasingly adopted by organizations and agencies that need to respond to complex strategic problems There has been increasing interest in MTSs over the last decade to the point where there is now a need to describe these organizational forms more fully b build conceptual frames that can guide research and c begin developing tools to improve the study of MTSs The purpose of this book is to respond to these needs The book contains a series of chapters that expand prior conceptual frames of MTSs defining in more detail the compositional and linkage attributes that characterize such units The book also explores how such systems emerge and develop as well as the methods for studying MTSs The intent of the book is to establish and nurture a strong conceptual and methodological foundation that can guide research and practice

with MTSs Because the notion of MTSs cuts across multiple domains this book will interest scholars in industrial organizational psychology organizational science management and organizational theory human factors sociology organization communications and public administration

Perspectives on Contemporary Professional Work Adrian Wilkinson,Donald Hislop,Christine Coupland,2016-01-29 How is the world of professions and professional work changing This book offers both an overview of current debates surrounding the nature of professional work and the implications for change brought about by the managerialist agenda The relationships professionals have with their organizations are variable indeterminate and uncertain and there is still debate over the ways in which these should be characterized and theorized The contributors discuss these implications with topics including hybrid organizations and hybrid professionalism the changing nature of professional and managerial work profession and identity and the emergence of HRM as a new managerial profession This book will be of interest to academics and postgraduate students seeking a comparative study on contemporary professional work It will also be of use to a number of practitioners namely human resource managers looking for ways in which to approach the changing professional world

E-CARGO and Role-Based Collaboration Haibin Zhu,2021-12-02 E CARGO and Role Based Collaboration A model for collaboratively solving complex problems E CARGO and Role Based Collaboration offers a unique guide that explains the nature of collaboration explores an easy to follow process of collaboration and defines a model to solve complex problems in collaboration and complex systems Written by a noted expert on the topic the book initiates the study of an effective collaborative system from a novel perspective The role based collaboration RBC methodology investigates the most important aspects of a variety of collaborative systems including societal technical systems The models and algorithms can also be applied across system engineering production and management The RBC methodology provides insights into complex systems through the use of its core model E CARGO The E CARGO model provides the fundamental components principles relationships and structures for specifying the state process and evolution of complex systems This important book Contains a set of concepts models and algorithms for the analysis design implementation maintenance and assessment of a complex system Presents computational methods that use roles as a primary underlying mechanism to facilitate collaborative activities including role assignment Explores the RBC methodology that concentrates on the aspects that can be handled by individuals to establish a well formed team Offers an authoritative book written by a noted expert on the topic Written for researchers and practitioners dealing with complex problems in collaboration systems and technologies E CARGO and Role Based Collaboration contains a model to solve real world problems with the help of computer based systems

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