

# Organizing Dissent

Unions, the State,  
and the  
Democratic Teachers'  
Movement in Mexico

Maria Lorena Cook

# Organizing Dissent

**Carsten K W De Dreu, Evert Van de  
Vliert**



## Organizing Dissent:

Organizing Dissent Maria Lorena Cook,2010-11-01      *Dissent in Organizations* Jeffrey W. Kassing,2011-07-12

Employees often disagree with workplace policies and practices leaving few workplaces unaffected by organizational dissent While disagreement persists in most contemporary organizations how employees express dissent at work and how their respective organizations respond to it vary widely Through the use of case studies first person accounts current examples conceptual models and scholarly findings this work offers a comprehensive treatment of organizational dissent Readers will find a sensible balance between theoretical considerations and practical applications Theoretical considerations include how dissent fits within classical and contemporary organizational communication approaches dissent s relationship to yet distinctiveness from related organizational concepts like conflict resistance and voice explanations for why employees express dissent and how they make sense of it the relationship between organizational dissent and ethics Practical applications encompass recommendations for employees expressing dissent and managers responding to it consideration of the range of events that trigger dissent strategies employees use to express dissent and tools organizations can apply to solicit it effectively the unique challenges and benefits associated with expressing dissent to management The book s specific focus and engaged voice provide students scholars and practitioners with a deeper understanding of dissent as an important aspect of workplace communication

**The Routledge Handbook of Employee Communication and Organizational Processes** Soojin Kim,Patrice M. Buzzanell,Alessandra Mazzei,Jeong-Nam Kim,2025-05-22 This Routledge Handbook takes a truly global and multidisciplinary approach to exploring all facets of employee communication Beginning with two key disciplinary approaches organizational communication and public relations scholars capture and define employee communication from both perspectives addressing commonalities and bridging disciplinary differences This volume places importance on the everyday communicative behaviors by internal members such as leaders managers inter generational cohorts employees and those working on behalf of organizations such as social media influencers and on expansive conceptualizations of employee communication such as chatbots environment and global supply chain members involved in organizing With a focus on employees in situ the authors respond to these key questions in what ways is employee communication relevant today What does employee communication entail How why and to what extent does employee communication influence or become influenced by organizational processes Investigating antecedents organizational contexts and processes and consequences of employee communication and offering key theoretical information and empirically driven recommendations for practice this handbook will be an essential resource for students researchers and industry practitioners in employee communication organizational communication business and management leadership communication and public relations more generally

The International Encyclopedia of Organizational Communication, 4 Volume Set Craig Scott,Laurie Lewis,2017-03-06 The International Encyclopedia of Organizational Communication offers a

comprehensive collection of entries contributed by international experts on the origin evolution and current state of knowledge of all facets of contemporary organizational communication Represents the definitive international reference resource on a topic of increasing relevance in a new series of sub disciplinary international encyclopedias Examines organization communication across a range of contexts including NGOs global corporations community cooperatives profit and non profit organizations formal and informal collectives virtual work and more Features topics ranging from leader follower communication negotiation and bargaining and organizational culture to the appropriation of communication technologies emergence of inter organizational networks and hidden forms of work and organization Offers an unprecedented level of authority and diverse perspectives with contributions from leading international experts in their associated fields Part of The Wiley Blackwell ICA International Encyclopedias of Communication series published in conjunction with the International Communication Association Online version available at Wiley Online Library Awarded 2017 Best Edited Book award by the Organizational Communication Division National Communication Association

Understanding Communication Theory Stephen M. Croucher, 2015-08-20 This book offers students a comprehensive theoretical and practical guide to communication theory Croucher defines the various perspectives on communication theory the social scientific interpretive and critical approaches and then takes on the theories themselves with topics including interpersonal communication organizational communication intercultural communication persuasion critical and rhetorical theory and other key concepts Each theory chapter includes a sample undergraduate written paper that applies the described theory along with edits and commentary by Croucher giving students an insider's glimpse of the way communication theory can be written about and applied in the classroom and in real life Featuring exercises case studies and keywords that illustrate and fully explain the various communication theories Understanding Communication Theory gives students all the tools they need to understand and apply prominent communication theories *Papers in ITJEMAST 11(11) 2020*, International Transaction Journal of Engineering Management Applied Sciences Technologies publishes a wide spectrum of research and technical articles as well as reviews experiments experiences modelings simulations designs and innovations from engineering sciences life sciences and related disciplines as well as interdisciplinary cross disciplinary multidisciplinary subjects Original work is required Article submitted must not be under consideration of other publishers for publications *4 th International Conference on Lifelong Education and Leadership for ALL-ICLEL 2018* Prof. Dr. Osman TITREK, Gözde Sezen Gültekin, Agnieszka Zembrzuska, 2018-12-28 Copyright 2018 ICLEL Conferences All rights reserved by ICLEL Conferences **Gaining Influence in Public Relations** Bruce K. Berger, Bryan H. Reber, 2006-08-15 Gaining Influence in Public Relations explores how professionals can increase their influence in practice to help their organizations achieve success This provocative book explores the largely uncharted territories of power resistance dissent and activism in public relations arguing that practitioners can increase their power and social legitimacy by developing and using a wider

range of influence resources strategies and tactics Authors Bruce K Berger and Bryan H Reber talked with hundreds of practitioners analyzed original survey data and examined a detailed case study to develop a theory of power relations Ultimately the book seeks to advance the ethical and effective practice of public relations Intended for scholars and graduate students in public relations it also has much to offer practitioners as well as scholars and students in organizational communication organizational theory human resources and leadership Empowering Public Administrators Amanda M. Olejarski, Sue M. Neal, 2024-02-06 Public administrators need to be empowered to make difficult decisions Acting in the public interest often means doing what is ethical even when it is an unpopular choice Yet too often public servants at the local state and federal levels internalize the notion that their hands are tied and that they are limited in their ability to effect change Empowering Public Administrators Ethics and Public Service Values provides a much needed antidote to inaction offering a new lens for viewing administrative decision making and behavior This book makes a case for bringing historically significant theories to the forefront of public service ethics by applying them to a series of current ethical challenges in practice Exploring administrative discretion as modern bureaucrats govern public affairs in a political context this collection builds on the normative foundations of public administration and provides readers with a scaffold for understanding and practicing public service values Questions for discussion and applications to practice are included in each chapter making this collection of interest to public affairs master's and doctoral students as well as public service practitioners **(5<sup>th</sup> International Conference on Lifelong Education and Leadership for ALL-ICLEL 2019** Prof. Dr. Osman TITREK, Assist. Prof. Dr. Gozde SEZEN-GULTEKIN, Assoc. Prof. Dr. Fariz AHMADOV, 2019-12-28 Copyright 2019 ICLEL Conferences All rights reserved by ICLEL Conferences **Conflict, Mediated Message, and Group Dynamics** Stephen M. Croucher, Barbara Lewandowska-Tomaszczyk, Paul A. Wilson, 2017-11-06 Conflict Mediated Message and Group Dynamics Intersections of Communication establishes a framework to explore the ways emotions enter a conflict scenario and investigate their role as either causes or consequences of conflict This edited collection's chapters shed light on the questions of the extent to which context on the one hand and culture related dimensions on the other are conducive to conflict dynamicity and management either by calming emotions and conflict or by increasing their severity

*Communication for Constructive Workplace Conflict* Jessica Katz Jameson, 2023-04-21 Recipient of the NCA Organizational Communication Division's Outstanding Textbook Award 2023 A unique textbook for students or professionals across a range of disciplines offering a novel approach to conflict communication Communication for Constructive Workplace Conflict describes how daily human behavior and communication can contribute to collaborative conflict management in any organization Using the LEARN Listening Engaging Acknowledging Rapport and Nurturing communication framework this practical textbook explains analyzes and critiques a range of individual responses to workplace friction offers evidence based communication strategies for effectively managing conflicts and promotes a philosophy that builds an environment that

invites active participation rather than avoidance and silence Designed for courses teaching organizational communication and conflict management Communication for Constructive Workplace Conflict draws directly from the author's 25 years of experience performing conflict research in numerous corporations hospitals public agencies multi sector laboratories and non profit organizations Following the intuitive LEARN model readers are provided with the theoretical and empirical support for managing conflicts as they emerge and creating an environment for more productive conflict in real world scenarios Throughout the text concise and accessible chapters integrate key literature from disciplines including Communication Management and Negotiation Political Science Psychology and Public Administration to illustrate the impact the larger organizational context has on communication conflict and the social environment within organizations Offers practical implications for communication in daily activities in ways that support trust building and positive relationships Presents a framework based on the Communication as Constitutive of Organization CCO model Contains theoretical and research based explanations and diverse case studies to provide practical guidance for organizational members at all levels Reinforces the LEARN model with engaging class tested activities that allow students to practice constructive conflict communication Examines the impact of societal trends and how each individual's communication either promotes or impedes collaboration and constructive conflict interaction Featuring timely discussion of the impact of social distancing due to the COVID 19 pandemic and the roles of social media and online dispute resolution Communication for Constructive Workplace Conflict is an excellent textbook for upper level undergraduate and graduate students new to the field of conflict studies or organizational communication a valuable supplement for students of management organizational psychology and public administration and a useful reference for professional mediators consultants trainers and managers

**Using Conflict in Organizations** Carsten K W De Dreu, Evert Van de Vliert, 1997-05-09 Challenging the common belief that conflict in groups and organizations should be prevented or resolved to maintain or enhance performance Using Conflict in Organizations offers an alternative perspective by presenting the increasing knowledge on how conflict can enhance individual achievement the quality of group decision making and productivity in organizations Part One provides a general framework which links conflict management to performance and shows how this relationship can be understood The second and third parts develop and illustrate this framework in a series of thematic chapters Part Two focuses on performance following intragroup conflict covering topical areas such as dissent groupthink and strategic decision making Part Three deals with the performance enhancing effect of intergroup conflict and competition and addresses contemporary issues such as intergroup competition collective negotiation and diversity management The final section focuses on applications and intervention strategies that can stimulate conflict in ways that improve performance in groups and organizations

**Communication Research Measures III** Elizabeth E. Graham, Joseph P. Mazer, 2019-09-20 Building on the measures included in the original 1994 volume and subsequent 2009 volume Communication Research Measures III A Sourcebook extends its coverage of

measurement issues and trends across the entire communication discipline Volume III features entirely new content and offers an assessment of new measures in mass interpersonal instructional group organizational family health and intercultural communication and highlights work in emergent subdisciplines in communication including social media and new communication technologies sports communication and public relations The best of the best from 2009 through today the profiled research measures in Volume III serve as models for future scale development and constitute the main tools that researchers can use for self administered measurement of people s attitudes conceptions of themselves and perceptions of others This book is ideal for undergraduate and graduate courses that emphasize quantitative research methods measurement and or survey design across communication studies disciplines Origins, Traditions, and Trends of Organizational Communication Anne M. Nicotera, 2025-09-30 The second edition of Origins Traditions and Trends of Organizational Communication provides an updated overview of organizational communication assessing the field to date and demonstrating a communicational approach to the study of organization Tracing the field s history and development to the present this edition is framed by the recent anti racist decolonial turn in the field offering a set of conceptual structures and vocabularies to facilitate appreciation of the field s literature grounded in an understanding of its biases It again provides students with background knowledge of foundational management theories in order to understand their influence on our thinking and our organizational world Literature reviews on focused topics written by experts link organizational communication theory and research to practice This edition is an ideal text for graduate courses in organizational communication and communication history Online support materials for instructors include an instructor s manual with key discussion questions and suggested activities Access the support materials at [www.routledge.com](http://www.routledge.com) 9781032775388

**Group Communication** Torsten Reimer, Ernest S. Park, Joseph A. Bonito, 2023-11-30 In this comprehensive advanced introduction to group communication the field s leading experts summarize theory methodological advancements and current research in the field This book follows a coherent structure specifying clear objectives and evidence based practical implications for the management of groups Each chapter provides case study examples highlighting the role of communication for group functioning The textbook takes a particular look at recent advancements in the research on virtual teams the role of technology in group communication and issues of diversity and inclusion considering group communication in various situations including health and organizational contexts It features theory driven descriptions an emphasis on empirical findings and reflections on research methods The book is an integrative and coherent textbook for advanced undergraduate and graduate group communication classes and a useful reference for students scholars and group communication professionals across different disciplines including communication studies psychology life sciences business administration management and engineering Online resources include a sample course syllabus discussion questions lecture slides and a test bank They are available at [www.routledge.com](http://www.routledge.com) 9781032114712 *Understanding Communication*

*Research Methods* Stephen M. Croucher, Daniel Cronn-Mills, 2021-09-28 Using an engaging how to approach that draws from scholarship real life and popular culture this textbook now in its third edition offers students practical reasons why they should care about research methods and offers a practical guide to actually conducting research themselves Examining quantitative qualitative and critical research methods this new edition helps undergraduate students better grasp the theoretical and practical uses of method by clearly illustrating practical applications The book features all the main research traditions within communication including online methods and provides level appropriate applications of the methods through theoretical and practical examples and exercises including sample student papers that demonstrate research methods in action This third edition also includes additional chapters on experimental design and methods of performance as well as brand new case studies throughout This textbook is perfect for students and scholars using critical cultural interpretive qualitative quantitative and positivist research methods as well as students of communication studies more generally It also offers dedicated student resources on the Routledge com book page and instructor resources at [https://routledgetextbooks.com/textbooks/instructor\\_downloads](https://routledgetextbooks.com/textbooks/instructor_downloads) These include links videos outlines and activities recommended readings test questions and more

*The Thinking Strategist* Vickie Cox Edmondson, 2022-08-05 The Thinking Strategist promotes the strategic management process as a way to identify explore and solve problems It provides useful advice and practical tools to strengthen decision making and problem solving skills to accomplish organizational goals exceed objectives and to get top management and key stakeholder support

**Organizational democracy, organizational participation, and employee ownership: Individual, organizational and societal outcomes** Wolfgang G. Weber, Thomas Faurholt Jønsson, Christine Unterrainer, 2023-04-05

**Organizational Crisis Communication** Finn Frandsen, Winni Johansen, 2016-10-19 When a crisis breaks out it s not always just the organization that reacts the news media customers employees trade associations politicians activist groups and PR experts may also respond This book offers a new and original perspective on crisis communication based on the theory of the Rhetorical Arena and the so called multivocal approach According to this approach we gain a more dynamic and complex understanding of organizational crises if we focus not only on the communication produced by the organization but also take into account the many other voices who start communicating when a crisis breaks out It provides An in depth overview of the five key dimensions of organizational crises crisis management and crisis communication A comprehensive introduction to the theory of the Rhetorical Arena and the multivocal approach to crisis communication including some of the most important voices inside the arena A series of important international case studies and case examples in each chapter Suitable for students studying crisis communication modules on corporate communication public relations and management and organization studies courses



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