



# Sexuality In Organization Romantic And Coercive Behaviors At Work

**Gary N. Powell**



## **Sexuality In Organization Romantic And Coercive Behaviors At Work:**

**Sexuality in Organizations** Dail Ann Neugarten, Jay M. Shafritz, 1980      **The Dark Side of Organizational Behavior** Ricky W. Griffin, Anne O'Leary-Kelly, 2004-05-03 In one comprehensive collection *The Dark Side of Organizational Behavior* provides a framework for understanding the most current thinking on the negative consequences of organizational behavior. Written by experts in the field, the contributors to *The Dark Side of Organizational Behavior* focus on the causes, processes, and consequences of behaviors in organizations that have a negative effect on the organization and the people in them.

**Sex, Power, Conflict : Evolutionary and Feminist Perspectives** Ann Arbor David M. Buss Professor of Psychology University of Michigan, Los Angeles Neil Malamuth Professor of Communication and Psychology and Chair of the Department of Communication and Speech University of California, 1996-03-21 Sexual harassment in the workplace, date rape, and domestic violence dominate the headlines and have recently sparked scholarly debates about the nature of the sexes. Concurrently, the scientific community is conducting research in topics of sex and gender issues. Indeed, more research is being done on the topics of sexual conflict and coercion than at any other time in the history of the social sciences. Despite this attention, it is clear that these issues are being addressed from two essentially different perspectives: one is labeled feminist, while the other, viewed as antithetical to the feminist movement, is called evolutionary psychology, which emphasizes the history of reproductive strategies in understanding conflict between the sexes. This book brings together leading experts from both sides of the debate in order to discover how each could offer insights lacking in the other. The editors' overall goal is to show how the feminist and evolutionary approaches are complementary despite their evident differences, then provide an integration and synthesis. In fact, several of the contributors to this unique volume consider themselves advocates of both approaches. As a stimulating presentation of the dynamics of sex, power, and conflict, and a pioneering rapprochement of the diverse tendencies within the scientific community, this book will attract a wide audience in both psychology and women's studies fields.

*Women and Men in Management* Gary N. Powell, 2018-05-23 Examine the evolving roles and experiences of women and men in the global workplace. In the Fifth Edition of *Women and Men in Management*, author Gary N. Powell provides a comprehensive survey and review of the literature on gender and organizations. This new edition is more intersectional than ever, with expanded coverage of how race and ethnicity, sexual orientation, gender identity, and expression, and generational differences intersect with gender in the workplace. Packed with the latest statistics, research, and examples, the text explores important issues like the gender pay gap, stereotypes and biases, sexual harassment in the workplace, work-life balance, and practical strategies for creating inclusive cultures. New to this Edition: Includes references to nearly 1,000 sources to reflect the growing of research since the last edition from 2010. Includes the latest research and statistics on a wide range of important issues like labor force participation, educational attainment, occupational attainment, and more. Public events and trends since the last edition such as increased public attention to rampant sexual harassment by corporate

executives have been incorporated New attention is devoted to issues such as the effect of social media on gender socialization and how tech companies lose women of color during the hiring process

**Sexual Harassment in the Workplace** Margaret S. Stockdale, 1996-03-12 Simultaneously thorough and readable This book is a must for anybody who needs to be up on the latest thinking on this complex and difficult topic Myra Strober Stanford University Sexual harassment is a problem with a long past but a short history About 15 years after journalists and scholars first began writing about it sexual harassment has become a household word and a topic of concern for employers and employees and despite very little research funding there is now a fair amount of data on this topic Sexual Harassment in the Workplace provides a comprehensive look at what we know about sexual harassment Editor Margaret S Stockdale and a multidisciplinary cast of contributing authors have produced a volume that is grounded in theory research and practice but is accessible to researchers advanced students and practitioners in multiple disciplines The topic of sexual harassment is one that is extremely timely and relevant for today's students in women's studies organizational studies and sociology Sexual Harassment in the Workplace deals with a variety of issues and aspects of sexual harassment that will certainly spark discussion and debate

Sex and the Office Kim Elsesser, 2015-09-01 Women are not to blame for their lack of advancement at work Failure to lean in and greater responsibility for childcare don't fully explain why women are not reaching the top levels of many corporations The truth is many senior male executives are reluctant to have a one on one meeting with a junior woman at work They're afraid that an offhand remark will be misinterpreted as sexual harassment or that their friendliness will be mistaken for romantic interest As a result many male executives stick with other men especially when it comes to dinners drinks late night meetings or business trips When it's time for promotions or pay raises these same executives are more likely to show preference to the employees with whom they feel most comfortable other men In Sex and the Office Kim Elsesser delves into how issues as varied as workplace romance spousal jealousy organizational sexual harassment policies and communication differences create barriers between the sexes at work Since senior management is still largely dominated by men these barriers which Elsesser labels the sex partition often leave female employees without the influential friends and mentors critical for career success Fortunately all hope is not lost Elsesser offers practical advice on how to break down the sex partition and reveals the best strategies for networking with the opposite sex Sex and the Office is sure to spark new dialogue on the sources of the gender gap as well as its solutions

**Handbook of Gender and Work** Gary N. Powell, 1999-07-29 The Handbook of Gender and Work provides a comprehensive overview and synthesis of the literature and knowledge about gender and work It equips the reader with a solid understanding of where we stand on gender and work issues and what the next directions for research and assessment will be Under the skilled leadership of editor Gary N Powell an outstanding group of multidisciplinary and international researchers and scholars deliver their summary and analysis of current research and their views on how gender and work intersect along a variety of societal

economic interpersonal and organizational paradigms Topics include Gender gap in earnings Sex segregation of occupations Romantic relationships in organizational settings Stress and work Affirmative action Sexual harassment Mentoring Women as leaders The glass ceiling Women entrepreneurs Corporate masculinity Gender and ethnicity Gender bias in hiring and evaluating The Handbook of Gender and Work will be an invaluable resource for students scholars and professionals interested in increasing their understanding of gender related phenomena that occur in the workplace Anyone seeking guidance for dealing with specific situations that arise as a result of the influence of gender or in identifying useful directions for future will want to own a copy of this Handbook

*Work, Health, and Environment* Charles Levenstein, John Wooding, 1997-07-19 This is an indispensable collection on the crisis of worker health and safety in the United States This collection offers an all important lesson for the labor movement that problems of occupational health and safety are not merely technical problems but rather problems relating to workers lack of control over the organization of capitalist production

**Psychology in Organizations** Kevin R. Murphy, Frank E. Saal, 2013-09-05 This book deals with two key questions First is there a firm scientific basis for the major applications of psychology in organizations Second does the practice of psychology in organizations contribute in any meaningful way to psychological research This text attempts to answer these questions by describing some of the unique ways in which Industrial Organizational I O psychologists integrate science and practice in applying psychology in organizations The editors of this volume believe that there is great potential for the effective interplay of science and practice in I O psychology Aware however that much work must still be done before a truly effective integration can be achieved and maintained they have created a text that offers specific suggestions for improvement as well as many examples of successful integration Psychology in Organizations explores the unique relationship between science and practice within industrial organizational psychology The contributors seek to answer two main questions Is there a firm scientific basis for the major applications of psychology in organizations Does the practice of psychology in organizations contribute in any meaningful way to psychological research After an initial examination of the industrial organizational psychologist as a scientist and practitioner Psychology in Organizations looks at specific roles played in such issues as job performance and productivity sexual harassment drug abuse and drug testing A final chapter looks at both the past and future of the field and suggests future applications

*Academic and Workplace Sexual Harassment* Michele Antoinette Paludi, Richard B. Barickman, 1991-01-01 Annotation Provides the results of research and of practical effective experience in reducing the occurrence of sexual harassment investigating complaints and providing counseling and remedies for the victims In addition the authors have compiled bibliographies audio visual material and pedagogical techniques for dealing with sexual harassment in the academy and in the workplace Annotation copyrighted by Book News Inc Portland OR

*Exploring Positive Relationships at Work* Jane E. Dutton, Belle Rose Ragins, 2017-09-25 This edited volume brings together a select group of leading organizational scholars for the purpose of developing a foundation

setting book on positive relationships at work Positive Relationships at Work PRW is a rich new interdisciplinary domain of inquiry that focuses on the generative processes relational mechanisms and outcomes associated with positive relationships between people at work This volume builds a solid foundation for this promising new area of scholarly inquiry and offers a multidisciplinary exploration of how relationships at work become a source of growth vitality learning and generative states of human and collective flourishing A unique feature of the book is the use of a connecting commentator chapter at the end of each section The Commentator Chapters written by preeminent scholars uncover and discuss integrative themes that emerge within sections The editors approach the topic from multiple levels each level providing critical valuable insights into the dynamic process underlying positive relationships at work These levels are arranged in five parts an introduction to positive relationships at work Individuals and Dyads Groups and Communities Organizations and Organizing and a conclusion that offers an engaging invitation and multi level map for guiding future research This volume will appeal to academics and practitioners as well as scholars and graduate students in organizational psychology management human resources and interpersonal communications

The New Other Woman Laurel Richardson,1987 A disturbing and thoughtful analysis of today's single woman's search for love The Washington Post

*Managing a Diverse Workforce* Gary N. Powell,2010-11-17

Experiential activities help students understand workplace diversity This book shows readers how to create an inclusive work environment and culture that can value and leverage the contributions of all members regardless of personal characteristics that are not pertinent to the job To achieve this the book provides a comprehensive set of learning activities that address issues related to workplace diversity Drawing on a variety of work settings including both business and not for profit organizations *Managing a Diverse Workforce* Third Edition will be an invaluable asset for human resource development courses in departments of management public administration and human services It is a perfect companion to core texts on workforce diversity including Gary Powell's *Women and Men in Management* Fourth Edition SAGE

Organizational Communication Cynthia Stohl,1995-04-05 In addition to the connections between home life social life and professional activities Cynthia Stohl says we must pay attention to the linkages that individuals develop and maintain within their organizational contexts *Organizational Communication* illustrates the ways in which today's changing social patterns the increasing diversity of the workforce the introduction of new communication technologies and the challenges of global integration and competition create organizational and interpersonal networks that are intricately interwoven By reframing the network metaphor the author challenges readers to examine the ways in which organizational communication is always embedded in and influenced by overlap

**Constructing and Reconstructing Gender** Linda A. M. Perry,Lynn H. Turner,Helen M. Sterk,1992-07-01 *Constructing and Reconstructing Gender* is an excellent compendium of current research and will be appealing and useful to those interested in gender issues in a wide variety of disciplines This book cuts across disciplines and scholarly methods drawing from many backgrounds including Communication Linguistics English Business

Law and Psychology The interweaving of rhetorical critical phenomenological and statistical methods gives readers a multifaceted analysis of gender At the same time that this book shows the value of gender research in provoking new currents of thought it also brings into focus two aspects of gender that are often confused how gender operates as a cultural category that affects communication behavior and how communication and language function to create gender categories

*Work Motivation in Organizational Behavior* Craig C. Pinder, 2014-07-17 This second edition of the best selling textbook on Work Motivation in Organizational Behavior provides an update of the critical analysis of the scientific literature on this topic and provides a highly integrated treatment of leading theories including their historical roots and progression over the years A heavy emphasis is placed on the notion that behavior in the workplace is determined by a mix of factors many of which are not treated in texts on work motivation such as frustration and violence power love and sex Examples from current and recent media events are numerous and intended to illustrate concepts and issues related to work motivation emotion attitudes and behavior

*Equal Employment Opportunity and Affirmative Action* Floyd D. Weatherspoon, 2018-11-21 First published in 1985 In this remarkable book the author has compiled a large collection of resource material that will be of benefit to the student as well as the practitioner of equal employment and affirmative action EEO AA This book includes a broad scope of information on EEO AA from its infancy and progresses through its rapidly changing and developing stages Indeed this book will be an invaluable asset in easily acquiring and supplementing one's basic knowledge as well as providing a general overview of the subject area

**Applications of Feminist Legal Theory to Women's Lives** D. Kelly Weisberg, Ronnie J Steinberg, 2009 This book the second of two volumes examines the pressing issues that affect women pornography prostitution battery rape pay equity sexual harassment motherhood abortion adoption new reproductive technologies and considers them through the lens of feminist legal theory It features more than sixty articles by well known legal scholars and feminists The contributions are arranged thematically and include an introduction and comprehensive literature review by the editor Applications of Feminist Legal Theory to Women's Lives will be a valuable text for students a resource for scholars and policy makers and a useful introduction for general readers

**Relationships in Organizations** R. Morrison, H. Cooper-Thomas, 2013-10-15 This book is an exploration into the current world of relationships in the workplace It focuses on the ways in which organizational relationships be they friendships superior subordinate relationships negative relationships romantic liaisons or simply membership to a social network can influence and affect our experience of work

**Sex and Gender** Hilary M. Lips, 2020-04-10 Are sex and gender really two different things How malleable is gender identity Do both gender and sex have to be conceptualized as binaries as having two distinct but complementary categories Should we emphasize gender differences or is that the wrong question When should we call a gender difference small Are women really nonaggressive or does that label stem from stereotyping How does subtle or modern sexism work on its targets Scholarship on these and other gender related questions has exploded in recent years Hilary Lips synthesizes that research

for students in an accessible and readable way Concepts on sex and gender are presented with the social context in which they were developed As in previous editions Lips takes a multicultural approach discussing the gender experiences of people from a wide range of races cultures socioeconomic statuses and gender and sexual identities She emphasizes empirical research but takes a critical approach to that research



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