

Chapter 10: Organizations, communities, and groups

★ Relationship between groups and organizations

- Organization defined
 - As a collectivity of individuals who gathered together to serve a common purpose. The types of purposes (or goals) that people organize to achieve are infinite in number
- Group defined
 - Two or more individuals who are aware of their membership and other's membership and their positive interdependence in meeting common goals
- There is considerable overlap between the two terms. Some organizations can also be considered groups and vice versa but large organizations are NOT considered groups and small informal groups with no specific purpose are NOT considered organizations

★ Models of organizations

- The autocratic model
 - Use of one-way communication, from the top down
- The custodial model
 - Economic rewards and benefits for the employees
- The scientific management model
 - Provision of incentives based on scientific analysis
- The human relations model
 - Use of social factors to increase productivity
- Theory X and theory Y
 - Theory X views workers as incapable of growth; theory Y views employees as wanting to grow and develop
- The collegial model
 - Extension of theory Y with a focus on the team approach
- Theory Z
 - Team approach that emphasizes the belief that involved and committed workers are the key to success
- Management by objectives
- Total equality management
 - Integration of all function and processes within an organization

★ Surviving in a bureaucracy

- A bureaucracy is a subcategory of a organization whose characteristics include a vertical hierarchy with power centered at the top; a task specific division of labor; clearly defined rules; formalized channels of communication; and selection, compensation, promotion and retention based on technical competence
- It is simply a structure that is neither "good" or "bad"
- Knopf
 - 66 tips on how to survive in a bureaucracy however only the most useful are listed in the book pages 312- 314

★ Organizational effectiveness

Purposes Of Groups And Organizations

Lauren Gardner



Purposes Of Groups And Organizations:

Motives and Goals in Groups , The qualities and effectiveness of working groups are determined by the goals of the group and the motives of its members In *Motives and Goals in Groups* Alvin Zander studies the effects of group goals and the reasons why particular group goals are chosen He examines the origins of such goals determines their value in terms of the work of the group and analyzes how goals are affected by members aspirations to achieve success Zander assumes the idea that the motives of members are not merely dispositions to obtain personal satisfaction but are also inclinations to achieve group success Earlier studies defined and clarified concepts about group achievement They report on work in the laboratory using high school students as subjects In later investigations these concepts were tested in groups outside the laboratory classrooms executive boards industrial crews and business departments In the new introduction Zander brings his book up to date by analyzing members motives and groups goals from 1971 to the present day He examines how current findings amplify results reported in the original book Among the topics covered are measurability of a group s objective the degree of members confidence in attaining the group s goal the importance of a group s purpose external pressures on a group s aspirations and the reaction of members to their group s performance *Motives and Goals in Groups* brings together earlier research for the first careful scientific study of goals In groups It is of continuing importance to psychologists educators social workers executives therapists and all others who work either in or with groups

Organizations in Depth Yiannis Gabriel,1999-10-19 This book is a comprehensive and systematic examination of the insights psychoanalysis can offer to the study of organizations and organizational behaviour Richly illustrated with examples Yiannis Gabriel s exhaustive study provides fresh understandings of the role of creativity control mechanisms leadership culture and emotions in organizations Core theories are explained at length and there is a chapter on research strategies Extensive reference is made to practical cases and there is a review of the key debates

Handbook of Organizations (RLE: Organizations) James March,2013-06-26 This book charts the state of organizational research and theory during the 1960s A compendium of results references concepts ideas and theories this Handbook will be of interest to both academics in organizational theory and managers facing operating problems of organizations

The Logic of Collective Action Mancur Olson,1965 Olson develops a theory of group and organizational behavior that cuts across disciplinary lines and illustrates the theory with empirical and historical studies of particular organizations examining the extent to which individuals who share a common interest find it in their individual interest to bear the costs of the organizational effort

Organization of Groups for Discussion and Action United States. Bureau of Agricultural Economics,1942

The Psychology of Behaviour in Organizations Elizabeth Chell,1987-07-24 This book examines the psychological underpinnings and management implications of behaviour in organizations The book is divided into three sections each comprising three chapters

Principles and Practice of American Politics Steven S. Smith,2024-08-26 Combining timeless readings with cutting edge

current selections Principles and Practice of American Politics effectively animates today's institutions and political arrangements in the study of American Government and politics Each selection is artfully framed by contextual headnotes and many of the readings are written specifically for the volume The Eighth Edition includes readings that present institutions of majority rule the nature of racial discrimination the proper role of the court and other issues that provide students an opportunity to think through and discuss their views on the future direction of American civic life Principles and Practice of American Politics Samuel Kernell, Steven S. Smith, 2018-04-03 Principles and Practice of American Politics is a well balanced reader covering all the major topics of an American Government course Blake Jones Ohio Valley University Combining timeless readings with cutting edge articles and essays Principles and Practice of American Politics Seventh Edition enriches students understanding of the American political system by examining the strategic behavior of key players in U S politics This collection of classic and contemporary readings brings concepts to life by providing students with real examples of how political actors are influenced by the strategies of others and are governed by the Constitution the law and institutional rules Carefully edited by award winning authors Samuel Kernell and Steven S Smith each reading is put into context to help students understand how political actions fall within a major national political forum New to the Seventh Edition Nine new and updated essays encourage students to reflect on the continuing debates over the polarization of the American electorate and Congress the role of social media and fake news in influencing public views of politicians and issues the fragile Trump coalition the efficacy of polling in tracking public opinion and other issues more relevant than ever in the wake of the 2016 elections Additional essays challenge students to think more carefully about alternative institutions and political arrangements The new essays present institutions of majority rule the nature of racial discrimination and the proper role of the court as less settled issues that provide students an opportunity to think through and discuss their views on the future direction of American civic life Each selection is artfully framed by Kernell and Smith's contextual headnotes to make them appropriate for classroom use Original readings written specifically for the volume give the book a coherent treatment of the performance of U S political institutions *Managing Conflict in Organizations* M. Afzalur Rahim, 2000-12-30 This revised and updated edition of Rahim's classic work on managing conflict in organizations presents new evidence that suggests contrary to generally accepted views that organizational conflict need not be minimized or avoided in all cases Some conflicts are functional and others are dysfunctional Substantive or task related conflict is functional for nonroutine tasks but affective conflicts are dysfunctional irrespective of the task conditions Classifying conflicts as intrapersonal interpersonal intragroup or intergroup Rahim explains how to diagnose conflict how to intervene effectively and how to handle all the different types of conflict that typically arise in organizations Rahim's systematic approach to conflict management identifies five styles of handling conflict integrating obliging dominating avoiding and compromising These styles may be used in the course of an intervention a technique that enables managers to minimize affective conflict while

attaining and maintaining a moderate amount of substantive conflict at the individual group and intergroup levels Rahim's book will be of interest to scholars students and practitioners in management organizational psychology human resources management and communication Applied Organizational Communication Thomas E. Harris, 2002-04 Applied Organizational Communication provides a current in depth analysis of the theories and practices critical to understanding organizational communication concepts in a global environment Exploring the diverse communication challenges in today's organizations this text Explains the impact of critical environmental influences on all levels Provides extensive discussion of teams leadership technology listening and interpersonal communication Offers current analysis utilizing a broad base of information and research and Establishes links between organizational communication and perceptions theory networks and symbolic behavior Building on the successful foundation of the previous editions this third edition has been thoroughly updated and revised to reflect the most current organizational communication theory and research Features of this edition include Extensive real life examples and experiences Grounding in transactional communication and advanced systems approaches Macro and micro analyses of key topics and issues As an accessible and practical examination of organizational communication this text is intended for use in organizational communication leadership organizational development and organizational intervention courses at the advanced undergraduate and graduate level

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