

Organising and Managing Work

Organisational, managerial and strategic behaviour
in theory and practice

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Organising And Managing Work Organisational Managerial And Strategic Behaviour In Theory And Practice

Carole Elliott, Sharon Turnbull



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Organising and Managing Work is written for students on business and management studies programmes It is particularly suited to modules on organisational behaviour and could also be used on modules on management strategy or human resource management Tony Watson is Professor of Organisational Behaviour at Nottingham University Business School Tony Watson's thinking is state of the art He is a brilliant teacher and this book will entice its readers into learning The book is clear interesting highly original well grounded in organisational life and full of good stories No one gives you more new thoughts per page David Sims Cass Business School City of London Yet again Tony Watson has written a must buy book Beautifully written and highly integrated the text is vividly brought to life with pointed cases and conversations that clearly illustrate the old dictum that there is nothing so practical as good theory Karen Legge Warwick Business School This is quite simply the most exhilarating instructive and witty aid to the study of management and organisations that I have come across for a long time It will change irrevocably for the better teaching and learning in these areas Buy it and enjoy it Yiannis Gabriel Imperial College Management School This is the only current textbook on work and organization which acknowledges the wide range of contemporary critical approaches within management studies Whilst other texts attempt specific and distinct forms of critical approach this textbook remains justifiably generous and unpartisan in its style of critique Richard Hull University of Newcastle

Sociology, Work and Organisation Tony Watson, Marek

Korczynski,2011-09-19 Sociology Work and Organisation builds on the five popular and successful editions of Sociology Work and Industry The new text is outstanding in how effectively it explains the value of using the sociological imagination to understand the nature of institutions of work organisations occupations management and employment and how they are changing in the 21st century The book combines intellectual depth with accessible language and a user friendly layout It is unrivalled in the breadth of its coverage and its authoritative overview of both traditional and emergent themes in the sociological study of work and organisation It explains the basic logic of the sociological analysis of work and the way work is organised whilst also providing an appreciation of the different theoretical traditions which the subject draws upon It fully considers the direction and implication of trends in technological change globalisation labour markets work organisation managerial practices and employment relations the extent to which these trends are intimately related to changing patterns of inequality in modern societies and to the changing experiences of individuals and families the ways in which workers challenge resist and make their own contributions to the patterning of work and shaping of work institutions Key features include a new sign posting system which integrates material and brings out themes which run through the various chapters key issue guides and summaries with each chapter and the identifying of key concepts throughout the book which are then brought together in an unrivalled glossary and concept guide at the end Organisational Behaviour for Social Work Gavin

Bissell,2012 Using real social work case examples Organisational behaviour for social work unites the well established study of behaviour in organizations with the special and sometimes unusual organizational settings of social work practice

Relational Perspectives in Organizational Studies Olivia Kyriakidou,Mustafa Èzbilgin,2006 The contributors to this highly innovative and authoritative research companion leading experts in their field apply relational analyses to different areas of organization studies and provide a comprehensive review of the relational perspectives The book features empirical theoretical philosophical and methodological contributions from a wide spectrum of disciplinary perspectives on relationality in and around organizations **Organizational Behaviour** Daniel King,Scott Lawley,2013-03-14 A fully integrated fictional

running case study that puts abstract theory into a familiar setting Over 100 real life case studies covering topics as diverse as initiation rituals in teams the UK riots and women in boardrooms Effective Leadership, Management and Supervision

in Health and Social Care Ivan Gray,Richard Field,Keith Brown,2010-03-31 This book offers a comprehensive introduction to the areas of leadership management and supervision for line managers supervisors and senior practitioners Taking a problem solving approach the book explores different aspects of leadership and management including personal effectiveness managing and leading supervision managing training and development managing resources and leading and developing a team A precise review of each project area is linked to a set of audit tools that a manager can mobilise in order to review team and personal effectiveness and develop practice **Perspectives in Entrepreneurship** Kevin Mole,Monder

Ram,2017-09-16 This core textbook presents different ways of thinking about entrepreneurship instead of topics such as

finance or opportunities the book focuses on perspectives or ways of seeing Written by leading experts the text examines the emergence and development of entrepreneurship as an academic discipline and takes a critical look at the varying positions in the field as well as their overall contribution to entrepreneurship as a whole Through twelve chapters written from such wide ranging perspectives as feminism psychology institutionalism critical realism and evolution the book provides a clear and accessible framework that encourages students critical engagement with the subject This is an essential textbook for upper level undergraduate and postgraduate students of entrepreneurship

Managing and Leading People through Organizational Change Julie Hodges, 2021-05-03 Change in organizations is all about people it is people who plan prepare for and implement change and who are affected by it in the daily course of their work Yet there is a tendency to focus on quantifiable and often more easily solved technical aspects of implementing organizational change programmes and ignore the complex ways that these will impact individuals Providing an evidence based analysis of change in organizations

Managing and Leading People Through Organizational Change is written for practitioners responsible for change programmes and postgraduate students of organizational change This updated edition demonstrates the importance of understanding the effects of change on individuals and engaging them collaboratively through the transformation journey Featuring new material on individual wellbeing and the impact of technological advances on the workplace this book sets out frameworks practical approaches and recommendations for communicating with and leading individuals teams and organizations through change Full of exercises interviews and case studies from across the globe this book is an essential resource for leaders and students enabling them to achieve sustainable benefits of change at work

Managing Professional Identities Mike Dent, Stephen Whitehead, 2013-04-15 This book addresses the nature of current shifts in professional and managerial knowledge and practice particularly in relation to power and accountability Connecting with current debates concerned with work and identity the book will present a range of theoretical and empirical accounts of the dilemmas and issues facing specialists in various organizational arenas as they seek to adapt to the challenges of organizational and cultural transformation Contributions offer innovative and sophisticated theoretical engagements which draw upon various perspectives including those of post structuralism feminism post marxism and post modernism

Sociology, Work and Industry , Sociology, Work and Industry Tony Watson, 2004-02-24 In the fourth edition of this successful and popular text Tony Watson explains how the discipline of sociology contributes to our wider understanding of the variety of work practices and institutions which exist in modern society The new edition outlines both what has been achieved historically and what is currently being achieved by the sociological study of work as well presenting a range of concepts models and other theoretical ideas that students and researchers can apply to the study of work Subjects covered include how working patterns have changed and continued to change since the industrial revolution work organizations innovations in the structuring of work activities at the enterprise level the occupational aspects of the organization of work in

changing societies how people experience and cope with the pressures insecurities and inequalities of a restructured world of work how challenge and resistance influence the shaping of work in an ever changing world Fully updated throughout this book includes an all new chapter on the distinctiveness of the sociological perspective along with guidance on the research and analysis of work It will be essential reading for anybody studying the sociology of work and organizations

Handbook of Business Discourse Francesca Bargiela-Chiappini, 2009-05-12 The Handbook of Business Discourse is the most comprehensive overview of the field to date It offers an accessible and authoritative introduction to a range of historical disciplinary methodological and cultural perspectives on business discourse and addresses many of the pressing issues facing a growing varied and increasingly international field of research The collection also illustrates some of the challenges of defining and delimiting a relatively recent and eclectic field of studies including debates on the very definition of business discourse Part One includes chapters on the origins advances and features of business discourse in Europe North America Australia and New Zealand Part Two covers methodological approaches such as mediated communication corpus linguistics organisational discourse multimodality race and management communication and rhetorical analysis Part Three moves on to look at disciplinary perspectives such as sociology pragmatics gender studies intercultural communication linguistic anthropology and business communication Part Four looks at cultural perspectives across a range of geographical areas including Spain Brazil Japan Korea China and Vietnam The concluding section reflects on future developments in Europe North America and Asia

Knowledge Production in Organizations Kaj U. Koskinen, 2013-05-24 The systemic view provides a basic approach through which people may advance their understanding of knowledge production in organizations One of the most important contributions to this systemic view is the theory of social autopoiesis which emphasizes that knowledge production of organizations can only be understood through the view of a social autopoietic system Recent developments in the field of organization research have started to view organization as a process rather than as entity The author combines in this book these two approaches autopoietic systemic view and process thinking in a way that organizations are seen as processual autopoietic systems

Teamwork in Palliative Care Peter Speck, 2006-09-14 Teamwork is a complex but essential component of palliative care The needs of people diagnosed with life threatening disease will vary greatly over time and it is rarely possible for just one professional to be able to provide adequate care In order to ensure an holistic approach the whole multi disciplinary team must be involved Inevitable questions arise from such an approach and this book seeks to address these How does a team come into being What different formats are there How might the patient contribute to the effectiveness of their care and the way in which the team operates What are the difficulties and frustrations encountered in developing and maintaining such teams What models of working and styles of leadership have developed How are power and authority handled within the team setting The importance of team building training support attention to group process and stress management to protect the mental health of the team are explored The ethical issues inherent in palliative care such

as consent autonomy confidentiality decision making within teams and the legal implications of such are also discussed The book concludes with one important question do we know if teams are the most effective way of providing care This book addresses key issues surrounding the role of the team in palliative care and is an essential guide to reappraising the importance of collaborative teamwork and enhancing understanding of existing team structures **Critical Thinking in Human Resource Development** Carole Elliott, Sharon Turnbull, 2004-08-02 The book will be of interest to student of human resource development human resource management and organisation and management studies It will also appeal to critically reflexive human resource practitioners seeking alternative ways to conceptualise their profession and to interpret the challenges they are facing in today s organisations Jacket *Lean Enterprise Software and Systems* Pekka Abrahamsson, Nilay Oza, 2010-10-08 The LESS 2010 conference was the first scientific conference dedicated to advancing the lean enterprise software and systems body of knowledge It fostered interactions by joining the lean product development community with the agile community coupled with innovative ideas nurtured by the beyond budgeting school of thinking The conference was organized in collaboration with the Lean Software and Systems Consortium LSSC The conference is established as a conference series The idea of the conference was to offer a unique platform for advancing the state of the art in research and practice by bringing the leading researchers and practitioners to the same table Indeed LESS 2010 attracted a unique mix of participants including academics researchers leading consultants and industry practitioners The aim of the conference was to use this diverse community to advance research and practical knowledge concerning lean thinking within the field of software business and development LESS 2010 had more than 60% of its speakers come from the industry and the remaining from academia LESS is poised to grow as we advance into future iterations of the conference and become the conference for lean thinking in systems and software development Its growth and credibility will be advanced by the communities and knowledge exchange platform it provides LESS offers several avenues for knowledge exchange to create a highly collaborative environment Each year we aim to bring novelty to a program that fosters collaboration letting new ideas thrive during and after the conference **Leadership: The Key Concepts** Antonio Marturano, Jonathan Gosling, 2007-11-27 This is an indispensable and authoritative guide to the most crucial ideas concepts and debates surrounding the study and exercise of leadership Bringing together entries written by a wide range of international experts this is an essential desktop resource for managers and leaders in all kinds of institutions and organizations as well as students of business sociology and politics Topics covered in this guide include authority creativity cross cultural leadership motivation emotional intelligence group dynamics *Social Media, Work and Organisations* Claire Taylor, 2024-11-28 Social media use is a confounding aspect of organisations aiding interconnection communication and productivity Its use has undoubtedly impacted on human resource management and the establishment of harmonious contemporary employment relationships Its use challenges the traditional boundaries which existed between work and privacy and in doing so seemingly increases organisational power

and management control This book discusses the impact social media has on work how it is used to stage the organisation self identity power and control using four conceptual themes adoption shaping and staging of social media in organisations digitised regimes of power control and surveillance evolving identity employee voice and dramaturgical performance online and employee forms of resistance sousveillance and social media misbehaviours These themes are brought to life through the lived experiences and narratives of workers who hold roles in human resources management and frontline operations This approach highlights a unique multi perspective on social media use by giving voice to these workers The book uses these individual narratives to reposition the ways employees utilise social media for sousveillance dissent and resistance purposes In doing so the book encourages wider debate critical reflection and self reflexivity on rarely discussed management approaches or mis behaviours associated with social media use and their profound implications for power dynamics in organisations

The Politics of Working Life and Meaningful Waged Work Knut Laaser, Jan Ch. Karlsson, 2023-11-01 Can waged work under capitalism be meaningful How does this meaningfulness express itself in the politics of working life More fundamentally how should work be socially and economically valued rewarded organised and regulated to become more meaningful Knut Laaser and Jan Ch Karlsson address these questions and provide a novel theory of meaningful work that is deeply ingrained in Critical Social Science approaches The authors conceptualise meaningful work as a continuum between meaningful meaningless work that rests on objective and subjective dimensions of autonomy dignity and recognition all pushed and pulled by the multi layered control and power dynamics of waged work They challenge the tendency to promote unpolitical concepts in the scholarship of meaningful work The explanatory power of the meaningful work framework is illustrated by the analysis of empirical case studies on Norwegian industry operators British bank employees Indian security guards German university academics and Swedish cabin crew members

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