



Managing Emotions At Work

Sharyn Roach Anleu, Kathy Mack



Managing Emotions At Work:

Managing Emotions in the Workplace , This study is designed to advance the understanding of the causes and effects of emotions at work and extend existing theories to consider implications for the management of emotions **Managing Emotions in the Workplace** Neal M. Ashkanasy, Wilfred J. Zerbe, Charmine E. J. Hartel, 2016-09-16 The modern workplace is often thought of as cold and rational as no place for the experience and expression of emotions Yet it is no more emotionless than any other aspect of life Individuals bring their affective states and emotional buttons to work leaders try to engender feelings of passion and enthusiasm for the organization and its mission and consultants seek to increase job satisfaction commitment and trust This book advances the understanding of the causes and effects of emotions at work and extends existing theories to consider implications for the management of emotions The international cast of authors examines the practical issues raised when organizations are studied as places where emotions are aroused suppressed used and avoided This book also joins the debate on how organizations and individuals ought to manage emotions in the workplace Managing Emotions in the Workplace is designed for use in graduate level courses in Organizational Behavior Human Resource Management or Organizational Development any course in which the role of emotions in the workplace is a central concern Scholars and consultants will also find this book to be an essential resource on the latest theory and practice in this emerging field **Emotions at Work** Roy L. Payne, Cary L. Cooper, 2003-01-31 In this book the authors provide up to date thinking and research on the broad range of emotional experience in working environments with particular attention to the causes of emotional change the consequences of emotional experience for individuals and their organisations and the implications for effective strategies for managing individuals including oneself and organisations Offers systematic coverage of the latest concepts of emotion and methods for research in organisations Includes scientific understanding and critique of the field as well as implications for organisational practice *Experiencing and Managing Emotions in the Workplace* Neal M. Ashkanasy, Charmine E. J. Härtel, Wilfred J. Zerbe, 2012-06-20 This volume contains a further selection of the best papers presented at the Seventh Emonet conference Montreal Canada August 2010 following on from Volume 7 and is augmented with invited chapters by leading scholars in the field It focuses on the experience dynamics and regulation of emotion and the emotionally intelligent organization *Handbook of the Sociology of Emotions* Jan E. Stets, Jonathan H. Turner, 2007-10-10 Since the 1970s the study of emotions moved to the forefront of sociological analysis This book brings the reader up to date on the theory and research that have proliferated in the analysis of human emotions The first section of the book addresses the classification the neurological underpinnings and the effect of gender on emotions The second reviews sociological theories of emotion Section three covers theory and research on specific emotions love envy empathy anger grief etc The final section shows how the study of emotions adds new insight into other subfields of sociology the workplace health and more Group Management of Stress-related Emotions in the Workplace Zdenka Šadl, Jerca Pavlič, Dana

Mesner-Andolšek,2023-05-25 This book spotlights the communities of coping that develop in everyday routines at work like socialising taking group breaks telling stories and jokes or drinking coffee and smoking together Such practices help employees improve their well being as they try to deal with the stress and emotions created by their demanding jobs Effective solutions for how work groups can better manage work related stress by building strong emotional cultures with a strong group mindset trust and connection are described The research points to communication patterns that encourage co workers to openly discuss work problems painful experiences and therefore better deal with stress These communal practices nourish the camaraderie that sustains them and ensures the work is done What is also highlighted is the way individuals become both involved in the system of power at play in the organisation by expressing suppressing their stress caused feelings and entangled in the struggles against this system

Manage feelings in your projects well, and you are more likely to deliver your projects successfully Eddie Fisher,2008-07-17 Presentation Handout from the year 2007 in the subject Sociology Work Education Organisation course Project Management Seminar Ramzova Czech Republic September 2007 language English abstract The management of feelings in projects is important Project managers who recognise this and act accordingly are more likely to deliver their projects successfully Managing emotions in projects is of particular importance due to the nature of projects They are temporary organisations that often consist of a mixture of people from both inside and outside of the organisation Project managers often do not exercise direct line management responsibility over these so they need to manage the emotions of people over which they have no control This variety of human beings such as contractors vendors and so on needs emotionally aware project managers who are strong in interpersonal skills knowing how to create an environment where people feel valued and motivated to contribute to their maximum potential and where problems are considered challenges and errors are considered learning experiences Verma 1996 It is therefore essential that project managers in the Project oriented society become competent in managing the feelings of people well within their projects

Emotional self-management in academia Marilena Antoniadou,Mark Crowder,2021-02-24 Emotional Self Management in Academia draws on new empirical research from academics own personal accounts of emotional experiences from their everyday practice to illustrate how their emotional work is adapting in response to a constantly changing workplace

The Future of Knowledge Management Constantin Bratianu,Meliha Handzic,Ettore Bolisani,2023-11-10 This edited volume explores the challenges and opportunities of knowledge management KM in the post pandemic world Intangibles have become dominant resources and their effective management is key to navigating the complexity of the new business environment The book is divided into three parts each focusing on a different aspect of KM complexity human factors and technology Through 15 chapters by 28 contributors from 18 countries this collection offers a diverse range of perspectives on the evolution of KM over the past decade and its potential for the future The contributors analyze topics such as digital transformation distant reading knowledge visualization and advanced KM

systems This volume will be of interest to researchers and practitioners in the field of KM as well as to anyone interested in the challenges and opportunities facing organizations in the post pandemic world This edited volume celebrates the 10th anniversary of the International Association for Knowledge Management offering an overview of the field s achievements and prospects for innovation and sustainability

Toxic Emotions at Work Peter J. Frost,2003 A guide to managing emotional pain at work to improve performance Based on research and examples it discusses why emotions matter in the workplace and shows how organizations can manage emotions and institutionalise compassion as part of their company culture to improve results

The Service Providers D. Yagil,2008-04-17 The success of service organizations ultimately depends on employees in customer service roles their performance affects customer satisfaction and loyalty Integrating theory and research this book explores the factors that determine the performance of service providers and points to important managerial implications

Emotion Management in the Workplace Sharon Bolton,2004-11-18 The exciting new book explores the management of emotion in organizations and the emotion management skills organizational actors need to possess in order to achieve organizational objectives whilst also acknowledging the subjective experiences of its members The key strength of this sole authored text lies in its critical approach and labour process orientation It will appeal to students of organizational studies gender studies sociology and human resource management at undergraduate and postgraduate level

Sociology of Work Vicki Smith,2013-05-16 The simple act of going to work every day is an integral part of all societies across the globe It is an ingrained social contract we all work to survive But it goes beyond physical survival Psychologists have equated losing a job with the trauma of divorce or a family death and enormous issues arise from financial panic to sinking self esteem Through work we build our self identity our lifestyle and our aspirations How did it come about that work dominates so many parts of our lives and our psyche This multi disciplinary encyclopedia covers curricular subjects that seek to address that question ranging from business and management to anthropology sociology social history psychology politics economics and health Features Benefits International and comparative coverage 335 signed entries A to Z fill 2 volumes in print and electronic formats Cross References and Suggestions for Further Readings guide readers to additional resources A Chronology provides students with historical perspective of the sociology of work In the electronic version the comprehensive Index combines with the Cross References and thematic Reader s Guide themes to provide robust search and browse capabilities

Toxic Emotions at Work and what You Can Do about Them Peter J. Frost,2007 Human interaction is never flawless Even the best relationships produce tension and at times unpleasant emotions Since organizations are comprised of people all organizations generate emotional pain as part of the process of doing business producing new products on tight deadlines setting benchmarks for performance creating budgets crafting company policies and so on Getting the job done is rarely painless But when emotional pain goes unmanaged or is poorly handled it can negatively affect both employees and the bottom line in essence it becomes toxic In Toxic Emotions at Work

and What to Do About Them Peter J Frost argues that the way an organization responds to pain determines whether it remains toxic or becomes generative whether it endures as a debilitating poison or is transformed into a force for healthy organizations According to Frost when ignored toxic emotions betray employees hopes bruise their egos reduce their enthusiasm for work and diminish their sense of connectedness to their company's community and goals Compassionate responses to pain on the other hand encourage those who are suffering to effect constructive changes in their work lives Despite their powerful role in employee performance toxic emotions are rarely addressed by organizations Instead most companies respond to pain informally and unconsciously through self selected individuals whom Frost calls toxin handlers Typically a senior manager or someone with a high emotional intelligence capacity toxin handlers soften the blow of emotional pain for others but over the course of time absorb much of the pain they handle to their own detriment They are often unrecognized unrewarded and poorly supported by their organizations And while they often provide a temporary relief from the symptoms of toxic organizational pain toxin handlers alone are unable to eradicate toxic emotions for the long term Toxic Emotions at Work and What to Do About Them suggests that handling toxic emotions effectively is an important though unrecognized set of competencies that must be understood and embraced not only by toxin handlers but by leaders managers and the organization as a whole Through rich examples of how individuals and organizations have managed emotional pain successfully Frost describes the key skills necessary to cope with emotional pain and to manage it effectively and offers concrete courses of action for organizations to institutionalize compassion in the face of emotional pain

Handbook of Emotions, Third Edition Michael Lewis, Jeannette M. Haviland-Jones, Lisa Feldman Barrett, 2008-04-17 Widely regarded as the standard reference in the field this handbook comprehensively examines all aspects of emotion and its role in human behavior The editors and contributors are foremost authorities who describe major theories findings methods and applications The volume addresses the interface of emotional processes with biology child development social behavior personality cognition and physical and mental health Also presented are state of the science perspectives on fear anger shame disgust positive emotions sadness and other distinct emotions Illustrations include seven color plates

Resistance and Emotions Mikael Baaz, Satu Heikkinen, Mona Lilja, 2019-12-18 This book discusses different ways in which the cross roads between emotions and resistance can be theorised While the sociological field focuses primarily on emotions that are entangled in the relationship between the individual and collective the cultural studies field has recently started to emphasise affects as a rescue from the deterministic aspect of the poststructuralist approach in which language decides everything Hemmings 2005 2014 Scholars promoting the affective turn argue that affects and interpretations are inseparable By taking affects as the point of departure it is argued that it is possible to show how bodies move in their own ways but still in relation to others Departing from this it becomes interesting to explore how emotions are involved in different power relations and how they feed resistance If we accept that emotions and interpretations are entangled and inseparable then we

must investigate emotions as powerful forces of resistance The chapters were originally published in a special issue of the Journal of Political Power Teaching with Emotion Michalinos Zembylas,2006-04-01 The purpose of this book is to provide new theoretical methodological and empirical directions in research on teacher emotion An attempt is made to encourage a missing conversation in the area of emotions in teaching by invoking a discussion of ideas that explore how discursive political and cultural aspects define the experience of teacher emotion I begin to build an analysis upon which the role of emotion emotional rules and emotional labor in curriculum and teaching might be investigated This book includes both conceptual chapters and chapters based on empirical work and in particular a three year ethnographic study with an early childhood teacher in the context of science teaching that together illustrate new approaches and perspectives in researching and theorizing about emotion in teaching Essentially then there are two overlapping aims in this book First to critically examine some of the contemporary ways in which emotions have been conceptualized and understood in teaching and second to explore the role of emotion in teaching through different methodologies and theorizations Judging and Emotion Sharyn Roach Anleu,Kathy Mack,2021-02-03 Judging and Emotion investigates how judicial officers understand experience display manage and deploy emotions in their everyday work in light of their fundamental commitment to impartiality Judging and Emotion challenges the conventional assumption that emotion is inherently unpredictable stressful or a personal quality inconsistent with impartiality Extensive empirical research with Australian judicial officers demonstrates the ways emotion emotional capacities and emotion work are integral to judicial practice Judging and Emotion articulates a broader conception of emotion as a social practice emerging from interaction and demonstrates how judicial officers undertake emotion work and use emotion as a resource to achieve impartiality A key insight is that institutional requirements including conceptions of impartiality as dispassion do not completely determine the emotion dimensions of judicial work Through their everyday work judicial officers construct and maintain the boundaries of an impartial judicial role which necessarily incorporates emotion and emotion work Building on a growing interest in emotion in law and social sciences this book will be of considerable importance to socio legal scholars sociologists the judiciary legal practitioners and all users of the courts *Supporting Women for Labour and Birth* Nicky Leap,Billie Hunter,2016-06-10 Fear of childbirth the increasing use of epidurals and soaring caesarean section rates are the focus of much apprehension debate and controversy in contemporary maternity care Across the world support in labour has been shown to reduce obstetric interventions and improve outcomes for women and babies yet women often report feeling unhappy with the support they receive This textbook provides a clear and practical guide to supporting women in labour looking at a range of techniques and approaches that promote a safe and positive experience of birth for women and their families Written by two highly experienced midwifery authors this text draws on up to date research identifying how evidence can be applied to everyday practice It includes narratives from women and practitioners including midwives doulas childbirth educators and students These are used to illustrate a range of situations

where the quality of support is central to the quality of the experience and outcome Supporting Women for Labour and Birth encourages readers to reflect on their experiences and examine the evidence provided by both research and the experiences of women and practitioners in order to explore how this could be incorporated into their practice The only book to deal directly with the practical and emotional issues associated with labour support it is an ideal text for student midwives and an important reference for practising midwives doulas and other childbirth practitioners Artist Management in the Music Industries Yiyi Wang, 2024-11-19 Artist Management in the Music Industries A Sui Generis Form of Management provides one of the first substantive academic examinations of the role of an artist manager This book deconstructs the nature of Artist Management unveiling the pivotal role of the artist manager in creating and sustaining a dynamic environment referred to as the Loop where success is realised by navigating four variables Risks Relationships Emotions and Expectations 2Rs and 2Es within and beyond the Loop This book offers a new perspective on Artist Management as a sui generis discipline that does not fit easily inside standard conceptions of management Featuring ethnography and interviews this book sheds light on the realworld challenges and successes in the field It is a must read for researchers students and practitioners in the music business music marketing and artist management offering invaluable insights into the practices that shape the cultural landscape

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