

Managing Uncertainty in Organizational Communication

Michael W. Krammer



Managing Uncertainty In Organizational Communication

**Pamela Lutgen-Sandvik, Beverly
Davenport Sypher**



Managing Uncertainty In Organizational Communication:

Managing Uncertainty in Organizational Communication Michael W. Kramer, 2014-04-04 In this book Michael W. Kramer applies uncertainty reduction theory (URT), a key theory in current communication scholarship, to the context of organizational communication. Examining URT and the range of research applicable to organizational settings, Kramer proposes a groundbreaking theory of managing uncertainty (TMU) which synthesizes prior research while also addressing its criticisms. Examples are provided to illustrate the principles of the TMU at both the individual and collective group/organizational levels of analysis. Original studies based on the theory show that it provides a useful extension of URT, addressing some concerns raised by critics of that earlier model. Kramer illustrates that, as a model in progress, TMU will change as new research and insights build upon it. *Managing Uncertainty in Organizational Communication* assists readers in understanding and researching uncertainty in communication, which encourages additional changes and improvements to the model. It is of primary interest to scholars, researchers, and practitioners in organizational, interpersonal, and group communication. *The*

SAGE Handbook of Organizational Communication Linda L. Putnam, Dennis K. Mumby, 2013-11-04 Organizational communication as a field of study has grown tremendously over the past thirty years. This growth is characterized by the development and application of communication perspectives to research on complex organizations in rapidly changing environments. Completely re-conceptualized, *The SAGE Handbook of Organizational Communication*, Third Edition, is a landmark volume that weaves together the various threads of this interdisciplinary area of scholarship. This edition captures both the changing nature of the field with its explosion of theoretical perspectives and research agendas and the transformations that have occurred in organizational life with the emergence of new forms of work, globalization processes, and changing organizational forms. Exploring organizations as complex and dynamic, the Handbook brings a communication lens to bear on multiple organizing processes. **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/9781032775388. Applied Organizational Communication Thomas E. Harris (Ph.

D.), Mark D. Nelson, 2008 Building on the successful foundation of the first volume this second edition has been thoroughly revised reflecting the current state of organizational communication theory and research Highlights of this edition include extensive topical coverage integrated discussion of change diversity and digital age issues in all chapters updated analysis of major issues and influences in organizational communication and real world examples *Destructive Organizational Communication* Pamela Lutgen-Sandvik, Beverly Davenport Sypher, 2010-03-17 This volume provides an in depth consideration of destructive communication in organizations including workplace bullying racism stress and harassment It brings together communication scholars from theoretical and applied perspectives to assess current understandings explore ways to integrate theory and practice identify areas for change and outline a research agenda for the coming decade Each chapter examines a specific aspect of destructive organizational communication reviews existing theory and research about that communicative form or ideology suggests fruitful possibilities for application and suggests key areas for further study As such the book opens a dialogue among communication scholars that explores destructive communication in organizations and addresses the following key components the central issues and concerns regarding destructive organizational communication current scholarly contributions to both applied and theoretical understanding of these issues approaches to integrate applied experienced and theoretical conceptual perspectives in ways that inform one another and improve organizational considerations for varied stakeholders and suggestions for a future research agenda for those interested in ameliorating the destructive side of organizational communication Overall the collection provides a basic understanding of the different types of destructive communication in organizations the processes through which these interactions occur the consequences to individuals and organizations and the potential for organizing in more constructive civil ways This volume will be an excellent resource for scholars and researcher studying organizational communication and graduate and advanced undergraduate students in organizational communication It will also resonate with managers dealing with hostile workplaces and organizational members trying to understand their current experiences The book will serve as an excellent textbook for advanced undergraduate and graduate courses in organizational communication *Key Issues in Organizational Communication* Owen Hargie, Dennis Tourish, 2004-02-24 It is often said that the practice of management is in crisis and that managers are now finding it harder than ever to develop strategies which withstand the shocks of the marketplace This illuminating book cuts through these conflicting issues to show how organizational communication plays a vital role in confronting uncertainty Arguing that many managers fail to adequately consider the communication consequences of the decision making process and its impact on organizational effectiveness Hargie and Tourish present here numerous organizational communication insights and show how they reveal a way through these dilemmas Based on cutting edge research findings and case studies this book features contributions from the UK USA Canada New Zealand and Norway bringing multiple perspectives to this topical subject The result is a comprehensive guide to organizational communication

useful for managers academics and students Organizational Communication Dynamics and Higher Education Philip J. Salem, 2023-10-09 This book provides an analysis a synthesis and an application of over 50 years of organizational communication higher education research What distinguishes one university from another is how members communicate with each other and what distinguishes successful higher education organizations from others are their unique communication practices Bringing important lessons and knowledge from the field of Communication Studies into Higher Education this volume integrates research and theory to help improve organizational communication both across and outside the campus Topics range from burnout and morale to student recruitment and organizational change The volume addresses a current and pressing need at research universities undergraduate programs and community colleges and helps higher education scholars researchers and administrators confront organizational communication challenges 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 The Handbook of Communication Science Charles R. Berger, Michael E. Roloff, David R. Ewoldsen, 2009-04-30 This revision of a classic volume presents state of the art reviews of established and emerging areas of communication science and provides an intellectual compass that points the way to future theorizing about communication processes In this Second Edition of The Handbook of Communication Science editors Charles R Berger Michael E Roloff and David Roskos Ewoldsen bring together an impressive array of communication scholars to explore and synthesize the varying perspectives and approaches within the dynamic field of communication science After first addressing the methods of research and the history of the field the Handbook then examines the levels of analysis in communication individual to macro social the functions of communication such as socialization and persuasion and the contexts in which communication occurs such as couples families organizations and mass media Key Features Draws on the scholarship and expertise of leading

communication scholars who explore different aspects of the field Covers all facets of communication science from the historical and theoretical to the practical and applied Covers the latest theoretical developments in the field as well as alternative methodologies and levels of analysis Explores key communication contexts of the 21st century including interpersonal dimensions of health communication the scientific investigation of marital and family communication and computer mediated communication Includes incisive analyses literature reviews bibliographies and suggestions for future research The Handbook of Communication Science Second Edition is an essential reference resource for scholars practitioners and students It is appropriate for upper level undergraduate or graduate courses in Communication and Media Studies and Mass Communication

New Directions in Interpersonal Communication Research Sandi W. Smith, Steven R. Wilson, 2010 Smith and Steven R. Organizational Moral Learning Ryan Bisel, 2017-07-31 Winner of two National Communication Association awards Communication Ethics Division's 2018 Single Author Book of the Year Award Organizational Communication Division's 2018 Outstanding Book of the Year Award Extensive work in psychology and neuroscience reveals that individuals are born with moral intuitions and this volume capitalizes on that recent insight to provide a new perspective on how to lead organizational ethics Organizational Moral Learning presents communication based recommendations for managers and leaders to encourage authentic moral dialogue at work so that these discussions can be used to update work practices vigilantly as organizations strive for ethical excellence Organizational ethics are crucial to individual organizational national and even global well being and this work leads a revolution in thinking about how to manage organizational ethics Written accessibly for students and practitioners alike this book provides a leading edge look at organizational ethics based on science and research applicable to a worldwide audience

Origins and Traditions of Organizational Communication Anne M. Nicotera, 2019-06-14 Origins and Traditions of Organizational Communication provides a sophisticated overview of the fundamentals of organizational communication as a field of study examining the field's foundations and providing an assessment of the field to date explaining and demonstrating a communicational approach to the study of organization It provides a set of literature reviews on focused topics written by experts in each area and links organizational communication theory and research to practice In reviewing foundational management theory the book analyzes how early to mid 20th century management theories shaped contemporary organizations providing students both with background knowledge of these foundational theories and an understanding of their influence on our thinking and our organizational world Written at an accessible level for early graduate students yet still sophisticated enough for doctoral students the book is ideal for students and teachers of organizational communication and communication history Downloadable ancillary materials include chapter PowerPoints and a set of instructors materials containing chapter abstracts glossaries discussion questions annotated supplementary readings lists and practitioners corners Please visit www.routledge.com 9781138570313

Communicating and Organizing in Context Beth Bonniwell Haslett, 2013-06-17 Communicating

and Organizing in Context integrates Giddens structuration theory with Goffman's interaction order and develops a new theoretical base the theory of structurational interaction for the analysis of communicating and organizing Both theorists emphasize tacit knowledge social routines context social practices materiality frames agency and view communication as constitutive of social life and of organizing Thus their integration in structurational interaction provides a coherent communication centric approach to analyzing communicating organizing and their interrelationships This book will be a valuable resource for students and scholars as an orientation to the field of organizational communication and as an integration of organizing and communicating It will also be useful for practitioners as a tool for understanding how conceptual frames limit possibilities and constitute the nature of organizing and members participation in organizations

The Oxford Handbook of Positive Organizational Scholarship Kim S. Cameron, Gretchen M. Spreitzer, 2013-05-02 An ideal resource for organizational scholars students practitioners and human resource managers this handbook covers the full spectrum of organizational theories and outcomes that define explain and predict the occurrence causes and consequences of positivity

The Situated Organization James R. Taylor, Elizabeth J. Van Every, 2010-09-13 The Situated Organization explores recent research in organizational communication emphasizing the organization as constructed in and emerging out of communication practices Working from the tradition of the Montreal School in its approach it focuses not only on how an organization's members understand the purposes of the organization through communication but also on how they realize and recognize the organization itself as they work within it The text breaks through with an alternative viewpoint to the currently popular idea of organization as network viewing organization instead as a configuration of agencies and their fields of practice It serves as an original comprehensive and well written text elaborated by case studies that make the theory come to life The substantial ideas and insights are presented in a deep and meaningful way while remaining comprehensible for student readers This text has been developed for students at all levels of study in organizational communication who need a systematic introduction to conducting empirical field research It will serve as an invaluable sourcebook in planning and conducting research

Organizational Change Management Strategies in Modern Business Goksoy, Asli, 2015-10-30 Scholars agree that change has become a staple in organizational life and will likely remain as such beyond the 21st century As the rate of change continues to accelerate organizations must strive to develop and implement new initiatives in order to obtain significant benefits to organizational survival economic viability and human satisfaction Organizational Change Management Strategies in Modern Business covers the most important elements of change management as well as the difficulties and challenges that organizations have faced when implementing change In sampling different disciplines relevant to topics such as resistance to change mergers and acquisitions management leadership the role of human resource strategies and culture this reference work is a useful resource for academics professionals managers administrators and others interested in organizational change

The SAGE Handbook of Organization Studies Stewart R Clegg, Cynthia

Hardy, Tom Lawrence, Walter R Nord, 2006-06-21 Praise for the award winning First Edition This handbook is organized to help teachers and students to cover the mainstream work in the field of organization studies This is an excellent reference tool with which to study organizational theory and practice International Review of Administrative Sciences The editors have put together an impressive reference work serious in intent and rigorous in implementation As a publishing achievement and a scholarly event in the field SAGE is to be congratulated It is designed as a work of synthesis to link past and present general and specific Journal of General Management Praise for the New Edition An excellent collection of papers giving a timely overview of the field Gareth Morgan In this substantially updated revised and extended edition of the widely acclaimed Handbook the high standard of the contributions is maintained Close consideration is given to newly emergent such as networks and complexity as well as more established topics Metaphors of conversation and discourse are engagingly invoked to make and explore new distinctions directions and connections It is a key reference volume for more advanced students of this rapidly developing field Hugh Willmott Diageo Professor of Management Studies Judge Business School University of Cambridge Giving the authors of the Handbook of Organization Studies the opportunity to revise and update their earlier contributions makes this handbook unique Comparing the revised chapters to their originals offers the reader unparalleled insight into how knowledge develops in our discipline New frameworks and deeper understandings grounded in continuing scholarship abound in this updated classic Mary Jo Hatch C Coleman McGehee Eminent Scholars Research Professor of Banking and Commerce McIntire School of Commerce University of Virginia A decade after it first published to international acclaim the seminal Handbook of Organization Studies has been updated to capture exciting new developments in the field Providing a retrospective and prospective overview of organization studies the Handbook continues to challenge and inspire readers with its synthesis of knowledge and literature As ever contributions have been selected to reflect the diversity of the field New chapters cover areas such as organizational change knowledge management and organizational networks Part One reflects on the relationship between theory research and practice in organization studies Part Two address a number of the most significant issues to affect organization studies such as leadership diversity and globalization Comprehensive and far reaching this important resource will set new standards for the understanding of organizational studies It will be invaluable to researchers teachers and advanced students alike *Strategic Organizational Communication* Charles Conrad, Marshall Scott Poole, 2011-12-12 Surveying a wide variety of disciplines this fully revised 7th edition offers a sophisticated and engaging treatment of the rapidly expanding field of organizational communication Places organizations and organizational communication within a broader social economic and cultural context Applies a global perspective throughout including thoughtful consideration of non Western forms of leadership as well as global economic contexts Offers a level of sophistication and integration of ideas from a variety of disciplines that makes this treatment definitive Updated in the seventh edition Coverage of recent events and their ethical dimensions including the bank crisis and bailouts in the US and

UK Offers a nuanced in depth discussion of technology and a new chapter on organizational change Includes new and revised case studies for a fresh view on perennial topics incorporating a global focus throughout Online Instructors Manual including sample syllabi tips for using the case studies test questions and supplemental case studies *Organizational Communication Theory and Research* Vernon D. Miller, Marshall Scott Poole, 2024-07-01 The Handbook of Organizational Communication Theory and Research offers concise but thorough reviews of important research on traditional and emerging areas in organizational communication Section One Theory and Methods provides an overview of the field s history prominent theories and methodologies Section Two Processes focuses on primal processes such as leadership organizational entry conflict power and inclusion Section Three Contexts focuses on the settings where organizational communication occurs including teams and workgroups networks and organizational structure Section Four Technology considers the development and introduction of new media and intelligent technologies into organizations The final section Emerging Areas addresses communication issues associated with changing environmental social and political upheavals including wellness corporate social responsibility and crisis response The Handbook of Organizational Communication Theory and Research covers topics of pressing interest to current scholars and practitioners many of which have not been addressed in previous handbooks

The Oxford Handbook of Organizational Change and Innovation Marshall Scott Poole, Andrew Van de Ven, 2021-05-20 Organizational change and innovation are central and enduring issues in management theory and practice Dramatic changes in population demographics technology competitive survival and social economic and environmental health and sustainability concerns means the need to understand how organizations respond to these shifts through change and innovation has never been greater Why and what organizations change is generally well known how organizations change is therefore the central focus of this Handbook It focuses on processes of change or the sequence of events in which organizational characteristics and activities change and develop over time and the factors that influence these processes with the organization as the central unit of analysis Across the diverse and wide ranging contributions three central questions evolve what is the nature of change and process what are the key concepts and models for understanding organization change and innovation and how should we study change and innovation This Handbook presents critical evolving scholarship from leading experts across a range of disciplines and explores its implications for future research and practice

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