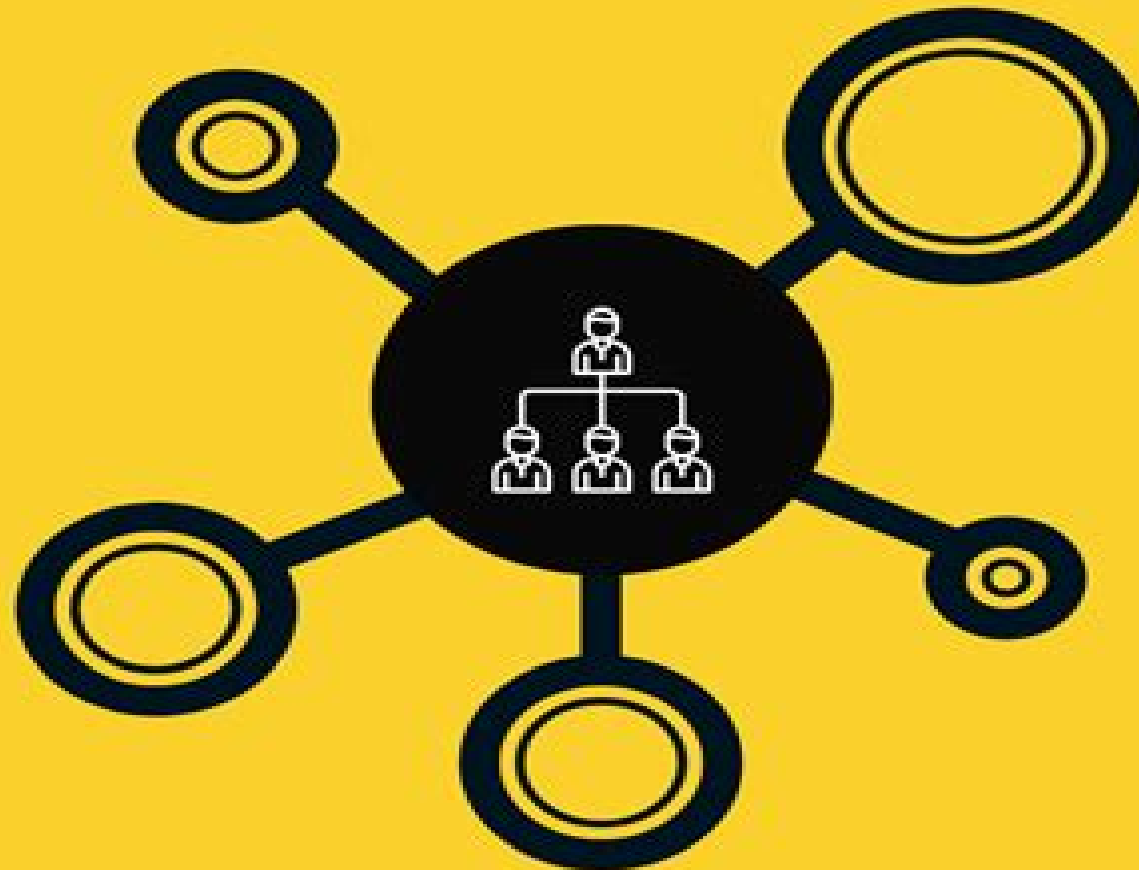


ORGANIZATIONS/LEADERSHIP

Sources of Power



Power In Organizations

**Daan Van Knippenberg, Michael A
Hogg**



Power In Organizations:

Power in Organizations Jeffrey Pfeffer, 1981 Understanding the role of power in decision making Assessing power in organizations Conditions for the use of power Sources of power in organizations Political strategies and tactics Political language and symbols mobilizing support and quieting opposition Power in use Perpetuating power Power politics and management

Power and Organizations Stewart R Clegg, David Courpasson, Nelson Phillips, 2006-06-29 A marvelous addition to the literature on both organizations and power It is well grounded in the research on these topics and especially the wide range of relevant theorizing The book is terrific at bringing together theory research and the world of organizations George Ritzer Distinguished University Professor University of Maryland This book tirelessly illuminates the nooks and crannies of the power literature taking readers on an audacious tour of power's multiple conceptualizations and expressions Hugh Willmott Diageo Professor of Management Studies University of Cambridge Clegg and his associates expose the power dynamics that lie at the heart of all political and organizational arenas and in so doing they shed light on the underbelly along with the creative potentialities in organizational life Joyce Rothschild Professor of Sociology Virginia Polytechnic Institute and State University Strange but true most studies of organizational hierarchies downplay the issue of power or uncritically assume more is better while ignoring its pernicious effects Stewart Clegg David Courpasson and Nelson Phillips set the record straight Joanne Martin Merrill Professor of Organizational Behavior and by courtesy Sociology Stanford University Graduate School of Business Stanford In this tour de force Stewart Clegg David Courpasson and Nelson Phillips provide a comprehensive account of power and organizations unlocking power as the central relation of modern organizations and society The authors present an excellent synthesis of organization social and political theory to offer an overview of power and organizations that is historically informed addresses current issues and is comprehensive in scope Power and Organizations reviews the evolution of theories on power and organization presenting not only the theorists who identify power as positive but also dealing with the negativity of power and the real horror of which organizations are capable which has thus far been underplayed in organization theory At the core of organizational power projects are organizational elites whose politics and projects are examined extensively in the book The book concludes by examining the implications for organizations and their elites of the trends tendencies and theories considered in the course of the book This book is required reading for graduate students and researchers in areas such as organizational social and political theory

Managing With Power Jeffrey Pfeffer, 1993-11-12 Although much has been written about how to make better decisions a decision by itself changes nothing The big problem facing managers and their organizations today is one of implementation how to get things done in a timely and effective way Problems of implementation are really issues of how to influence behavior change the course of events overcome resistance and get people to do things they would not otherwise do In a word power Managing With Power provides an in depth look at the role of power and influence in organizations Pfeffer shows convincingly that its

effective use is an essential component of strong leadership With vivid examples he makes a compelling case for the necessity of power in mobilizing the political support and resources to get things done in any organization He provides an intriguing look at the personal attributes such as flexibility stamina and a high tolerance for conflict and the structural factors such as control of resources access to information and formal authority that can help managers advance organizational goals and achieve individual success

Power in Organizations Mayer N. Zald, 1970 Power and Politics in Organizations Cynthia Hardy, 1995 This is a collection of articles exploring the issue of power in relation to organizations It asserts that any attempt to understand the large literature on power must extend beyond the confines of organization and management theory The argument underlying the volume is that broad exploration is essential because management studies of power have been for the most part severely constrained tending to view power from a functionalist perspective In so doing issues of how power becomes embedded in existing organizational structures cultures practices rules and regulations have been ignored

Resistance and Power in Organizations John M. Jermier, David Knights, Walter R. Nord, 1994-01-01 This state of the art collection develops the theme of resistance from below in everyday organizational life Building on a body of theory dealing with power control and domination in the labour process international contributors expand the analysis by focusing on material circumstances and subjective states that lead to subtle forms of subversion and sabotage as well as to more overt forms of defiance and protest Throughout the volume discussion is supported by case studies interviews surveys and ethnographic data drawn from around the world to reveal resistance practices which range from those hidden in the crawl spaces of organizations to those that are more public and demonstrative Recent developments in critical social theory are used to provoke thinking about resistance both as a response to power and a form of power Uniquely the contributions show that oppressive practices at work can be met with powerful counterforces and that resistance need not only take the form of quiet resilience Presenting an empowering view of insubordination this volume will be of interest to those in the fields of organizational sociology organizational behaviour industrial and labour relations and women s studies

Real Power Janet O. Hagberg, 2002-09-02 Janet O Hagberg has written a dynamic book about power real personal power for forward looking people and organizations who want to harness their own power for the common good I wrote this book says Hagberg to transform the way we think about power and leadership It takes people on a journey beyond achievement and success to a stance in which power comes from their inner core and they lead from their souls There is no doubt that the world is ready for a new model of leadership In this third edition Janet Hagberg addresses much that she has learned from her readers The result is a deepening of the descriptions of each stage a new way to think about the dark side of each stage new stories of each stage derived from her readers a connection to the spirituality expressed at each stage as well a description of The Wall between Stages Four and Five Throughout the book the author adds more of her personal story to illustrate her experiences and observations of each of the stages of power

Leadership and Power Daan Van

Knippenberg, Michael A Hogg, 2003 This is a synthesis of contributions from eminent social psychologists and organizational scientists that address issues about leadership and power from a fresh perspective **Organizational Power Politics**

Gilbert W. Fairholm, 1993-01-26 Organizational Power Politics is about how individuals can achieve their objectives in organizational work groups Office politics or organizational politics is a significant part of the life of everyone who works with others in formal or informal groups These relationships are power tinged and success can be attained only as we use power effectively Understanding what power is and how it can be used to gain personal or group objectives is the focus of the book It provides readers with specific recommendations about the situations in which power use can be effective and it identifies those tactics most effective in leading subordinates and superiors toward the achievement of our goals This work will be of interest to scholars and practicing managers seeking information on how better to use organizational politics to attain personal and organizational goals It provides insight into power theory as well as a practical model for power use strategic orientation and operational tactics **The Theory of Power and Organization** Stewart Clegg, 1979 The

Theory of Power and Organization Stewart Clegg, 2013 *Critical Issues in Organizations (RLE: Organizations)* Stewart

Clegg, David Dunkerley, 2013-05-02 This collection highlights a number of directions in which organization theory could develop It also argues the need for an historical analysis of the sociology of organizations Other issues discussed are the ideological stance of contemporary organization theory and the limiting framework that tends to ignore the wider social context in which organizations exist **The Political Agenda Of Organizations** Yitzhak Samuel, Samuel also outlines the variety of political games that are played in the realm of organizations listing nine types of games in which individual level politics group level politics and organizational level politics take place While scrutinizing the political layout of organizations he also demonstrates how major issues dealt with through processes of decision making turn into political agendas within organizations And finally he addresses the issue of managerial politics drawing upon research that shows how managers influence their subordinates and how executives conduct power struggles and political maneuvers to defend their lucrative positions The Political Agenda of Organizations is an enlightening analysis of the power and influence in business organizations and will be of interest to sociologists and other social scientists as well as students of management and business administration **The Theory of Power and Organization (RLE: Organizations)** Stewart Clegg, 2013-08-21 In

this book the author develops a theory of power and organization derived from a critical consideration of a literature extending across sociology political science philosophy and organization theory The book raises and answers some of the issues which are important in the construction of a theoretical apparatus for the analysis of power and at the same time it proposes an alternative concept of organization centred around the themes of power and control Farmer Cooperative

Organizations and Monopoly Power Walter Wardlow Armentrout, 1925 **Perspectives on Power in Organizations**

Cameron Anderson, Sebastien Brion, 2014 Power is a critical resource for organizational actors Given the profound

importance of power to individual functioning it is essential to understand how some individuals acquire power when others do not why some individuals retain their power once they have attained it and why others fall from their lofty positions in spite of the political advantages power provides In this review we conceptualize power as a process that unfolds over time and review research that speaks to three distinct but related dynamics the acquisition maintenance and loss of power We address and attempt to reconcile a burgeoning set of findings that appear to conflict with each other especially findings vis vis the maintenance and loss of power We conclude by addressing overlooked topics and areas for future research

The Oxford Handbook of Organization Theory Haridimos Tsoukas, Christian Knudsen, 2005

- 2 How has organization theory developed over time and what structure has the field taken What assumptions does knowledge produced in organization theory incorporate and what forms do its knowledge claims take as they are put forward for public adoption
- 3 How have certain well known controversies in organization theory such as for example the structure agency dilemma the study of organizational culture the different modes of explanation the micro macro controversy and the different explanations produced by organizational economists and sociologists been dealt with
- 4 How and in what ways is knowledge generated in organization theory related to action What features must organization theory knowledge have in order to be actionable and of relevance to the world out there How have ethical concerns been taken into account in organization theory
- 5 What is the future of organization theory What direction should the field take What must change in the way research is conducted and key theoretical terms are conceptualized so that organization theory enhances its capacity to generate valid and relevant knowledge

Real Power Janet Hagberg, 1994 *Understanding and Managing Public Organizations* Hal G.

Rainey, 2014-01-24 **UNDERSTANDING AND MANAGING PUBLIC ORGANIZATIONS FIFTH EDITION** This is the definitive place for all serious students of public administration to start It is the most comprehensive book in the field It is required reading for MPA students Ph D students and all scholars in the field Kenneth J Meier Charles H Gregory Chair in Liberal Arts Texas A if you want to find out what has been written and what is collectively said about the practice and theory of public management look no further than Rainey's updated and comprehensive fifth edition Richard M Walker chair professor of public management and associate dean City University of Hong Kong For more than a decade Rainey's book has been a must read for everyone in the community of public management in Korea just like in many places all over the world Undoubtedly it provides a valuable resource for researchers and students who are interested in public management and applications of organization theory to public organizations It is quite simply the best investigation of public organization and management that I've read Young Han Chun associate dean Graduate School of Public Administration Seoul National University

Leadership and Politics Bryan D. Jones, 1989 In twelve essays influential scholars in political science explore the meaning of political leadership from the kaleidoscopic perspectives of the leaders institutions goals procedures problems and traditions involved The approaches as varied as the subject itself coalesce around the central question of how leaders

interact with transform or are controlled by the organizations they lead

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Table of Contents Power In Organizations

1. Understanding the eBook Power In Organizations
 - The Rise of Digital Reading Power In Organizations
 - Advantages of eBooks Over Traditional Books
2. Identifying Power In Organizations
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Power In Organizations
 - User-Friendly Interface
4. Exploring eBook Recommendations from Power In Organizations
 - Personalized Recommendations

- Power In Organizations User Reviews and Ratings
- Power In Organizations and Bestseller Lists
- 5. Accessing Power In Organizations Free and Paid eBooks
 - Power In Organizations Public Domain eBooks
 - Power In Organizations eBook Subscription Services
 - Power In Organizations Budget-Friendly Options
- 6. Navigating Power In Organizations eBook Formats
 - ePub, PDF, MOBI, and More
 - Power In Organizations Compatibility with Devices
 - Power In Organizations Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Power In Organizations
 - Highlighting and Note-Taking Power In Organizations
 - Interactive Elements Power In Organizations
- 8. Staying Engaged with Power In Organizations
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Power In Organizations
- 9. Balancing eBooks and Physical Books Power In Organizations
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Power In Organizations
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Power In Organizations
 - Setting Reading Goals Power In Organizations
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Power In Organizations
 - Fact-Checking eBook Content of Power In Organizations

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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