

Managing With Power Politics And Influence In Organizations Jeffrey Pfeffer

Managing With Power Leadership Culture in Organizations Dissent in Organizations Identity in Organizations Power and Influence in Organizations Organizational Reliability Human Resources and Their Development - Volume I The Handbook of Organizational Culture and Climate The Political Agenda Of Organizations Advanced Studies in Social Influence and Leadership Emotions in Groups, Organizations and Cultures AI and IoT: Driving Business Success and Sustainability in the Digital Age Organizational Processes and Received Wisdom Leadership in Organizations Organizational Survival in the New World Operations and Service Management: Concepts, Methodologies, Tools, and Applications Organizational Behavior Handbook of Research on Contemporary Approaches in Management and Organizational Strategy Power and Influence in Organizations Jeffrey Pfeffer Robert P. Vecchio Sonja A. Sackmann Jeffrey W. Kassing Paul C. Godfrey Roderick Moreland Kramer Katarzyna Tworek Michael J. Marquardt Neal M. Ashkanasy Yitzhak Samuel Charmine E. J. Hirtel Bahaa Awwad Daniel J. Svyantek John Storey Alex Bennet Management Association, Information Resources Michael A. Hitt Doerru, Dellar Roderick M. Kramer

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although much as 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

culture eats strategy for breakfast peter drucker s provocative statement points to the importance of culture for organizations depending on its characteristics culture contributes significantly to the success or failure of for profit and not for profit organizations hence managers and leaders need to have an understanding of this important concept for best results this book provides relevant knowledge about the concept of culture this includes its major characteristics and dimensions the way culture functions and influences both the internal life of an organization and the resulting performance the book describes the emergence and development of culture over time as well as the formation and influence of subcultures even though culture is always present certain situations call for specific

attention such as fast growth or stagnation strategic alliances in as or situations of change the book describes how to go about understanding and assessing an organization's culture as a basis for culture change interventions as well as culture sensitive and culture mindful management and leadership

employees often disagree with workplace policies and practices leaving few workplaces unaffected by organizational dissent while disagreement persists in most contemporary organizations how employees express dissent at work and how their respective organizations respond to it vary widely through the use of case studies first person accounts current examples conceptual models and scholarly findings this work offers a comprehensive treatment of organizational dissent readers will find a sensible balance between theoretical considerations and practical applications theoretical considerations include how dissent fits within classical and contemporary organizational communication approaches dissent's relationship to yet distinctiveness from related organizational concepts like conflict resistance and voice explanations for why employees express dissent and how they make sense of it the relationship between organizational dissent and ethics practical applications encompass recommendations for employees expressing dissent and managers responding to it consideration of the range of events that trigger dissent strategies employees use to express dissent and tools organizations can apply to solicit it effectively the unique challenges and benefits associated with expressing dissent to management the book's specific focus and engaged voice provide students scholars and practitioners with a deeper understanding of dissent as an important aspect of workplace communication

this investigation of the fundamental character of organizational identity and identification with an organization is arranged in the form of a provocative discussion between key scholars the book focuses on three different paradigmatic views of identity functionalist interpretive and postmodern similarities and distinctions among these ways of understanding are explored and numerous theoretical and practical insights are gained the book concludes with a discussion of the relevance of identity as a construct in organizational study and observations on conversation and theory building

this volume is a readily accessible compilation of current original research in the area of power and influence in organizations power and influence in organizations offers a rich exploration of emerging trends and new perspectives contributors include leading scholars in organizational behavior and theory and major contemporary intellectual pioneers in research on power and influence including samuel b bacharach robert cialdini edward j lawler and jeffrey Pfeffer each contributor provides insight into his or her own research an overview of general trends and thoughts about the direction of future research topics examined include manipulation of employee perceptions and values the links between power and accountability sharing power the effects of gender on power and influence illusions of influence and impression management advanced students and scholars in organizational behavior social influence power and politics conflict management and institutional politics will find power and influence in organizations stimulating and a useful roadmap to present and future research

this book explores the identified research gap and new field of study of organizational reliability it develops a definition and theoretical internal structure of the notion of organizational reliability as well as a theoretical background describing the structure of its three pillars and it showcases a set of organizational solutions dedicated for the enhancement of organizational reliability the book explores the idea that there are new capabilities needed in every organization reliability capabilities aiming at enhancing and sustaining the reliability of entire organizations and reliability of management information technology and human resources the reliability capabilities are understood as the abilities to anticipate and explore potential and occurring hazards prevent and resolve disruptions and learn from the problems in order to maintain a proper organizational performance in both normal and abnormal situations based on these three pillars the book concerns the issue of various organizational solutions in order to indicate a set of them which supports obtaining and maintaining organizational reliability the book is recommended reading for researchers academics and students in the fields of management and entrepreneurs trying to boost the reliability of their organizations

human resources and their development is a component of encyclopedia of human resources policy development and management in the global encyclopedia of life support systems eolss which is an

integrated compendium of twenty one encyclopedias the theme on human resources and their development provides the essential aspects and a myriad of issues of great relevance to our world such as human resources and their development major issues in human resource development elements of planning strategies for human resource development human life systems diversity and human development human development and causes of global change consequences of global change for human resource development these two volumes are aimed at the following five major target audiences university and college students educators professional practitioners research personnel and policy analysts managers and decision makers and ngos

the second edition provides an overview of current research theory and practice in this expanding field the editorial team and the authors come from diverse professional and geographical backgrounds and provide an unprecedented coverage of topics relating to both culture and climate of modern organizations

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

advanced studies in social influence and leadership introduction defining social influence the psychology of persuasion conformity and compliance minority influence social identity theory impression management charismatic leadership transformational leadership transactional leadership situational leadership servant leadership ethical leadership gender and leadership cultural influences on leadership emotional intelligence and leadership communication strategies for leaders decision making in leadership power dynamics in leadership conflict resolution techniques motivating followers building trust and credibility fostering teamwork and collaboration organizational change and leadership crisis management for leaders developing leadership potential coaching and mentoring emerging leaders diversity and inclusive leadership sustainability and responsible leadership leadership in the digital age emerging trends in leadership ethical dilemmas in leadership assessing leadership effectiveness 360 degree feedback for leaders leadership development programs succession planning and leadership transition cultivating a leadership pipeline measuring the impact of leadership case studies in effective leadership leadership lessons from history the future of leadership

the study of emotions in organizations is unlocking exciting insights into why employees behave as they do in groups organizations and in different cultural contexts this title showcases a collection of the work advancing knowledge and practice in these areas

this book embarks on a transformative journey that explores the powerful convergence of artificial intelligence ai internet of things iot and business management with the advent of these cutting edge technologies businesses have unprecedented opportunities to revolutionize their operations drive innovation and achieve remarkable success in today s digital landscape

this research in organizational sciences volume to explore and question the received wisdom of organizational sciences the chapters in this volume and the companion volume seek to establish boundary conditions for important organizational constructs and processes they illustrate the importance of context for interpreting the received wisdom of organizational science by showing when constructs must be adapted to changing circumstances the volume begins with four chapters looking at the construct of leadership each of these addresses an important aspect of our understanding of leadership and its practice the four chapters on leadership are followed by five chapters dealing with other organizational processes including motivation organizational change the role of diversity in organizations and organizational citizenship the last three chapters deal with the issue of knowledge in

large systems two chapters address how information may be transmitted across organizations and generations of workers the final chapter deals with the use of information by organizational decision makers the 12 papers in this volume all in some way question received wisdom and present alternatives which expand our understanding of organizational behavior these chapters each strive to present new ways of understanding organizational constructs and in so doing reveal how received wisdom does not always lead to best practice in research or application it is our hope that these chapters illustrate how challenging received wisdom in organizational studies can provide new ways of thinking about organizational processes these new ways of thinking in turn can provide better understanding of the processes necessary to increase organizational effectiveness

this third edition of leadership in organizations current issues and key trends builds on the success of the previous versions with new and updated chapters providing fresh and lively insights into a subject that can often be tricky to pin down leadership in organizations carefully balances theory and practice including critical perspectives to examine fundamental questions about the meaning of leadership its use and its development readers will benefit from the text's rich use of cases and examples of real life tensions challenges and successful outcomes of leadership practice the book also sets itself apart through its distinctive focus on leadership within the wider contexts of politics economics and public policy as well as organizational behaviour and management new elements for this edition include the moral pitfalls of leadership leadership roles under crisis conditions fresh analysis of the impact of leadership on performance outcomes this is the ideal text for advanced students of leadership studies as well as practitioners looking to deepen their understanding of the leadership process and to enhance their leadership skills

in this book david and alex benett propose a new model for organizations that enables them to react more quickly and fluidly to today's fast changing dynamic business environment the intelligent complex adaptive system icas icas is a new organic model of the firm based on recent research in complexity and neuroscience and incorporating networking theory and knowledge management and turns the living system metaphor into a reality for organizations this book synthesizes new thinking about organizational structure from the fields listed above into icas a new systems model for the successful organization of the future designed to help leaders and managers of knowledge organizations succeed in a non linear complex fast changing and turbulent environment technology enables connectivity and the icas model takes advantage of that connectivity by fostering the development of dynamic effective and trusting relationships in a new organizational structure this book outlines the model in chapter four and then breaks down the model into its components in the next two chapters this is a benefit to readers since different components of the model can be implemented at different times so the book can guide implementation of one or all of the components as a manager sees fit there are eight characteristics of the icas organizational intelligence unity and shared purpose optimum complexity selectivity knowledge centrality flow permeable boundaries and multi dimensionality

organizations of all types are consistently working on new initiatives product lines and workflows as a way to remain competitive in the modern business environment no matter the type of project at hand employing the best methods for effective execution and timely completion of the task is essential to business success operations and service management concepts methodologies tools and applications is a comprehensive reference source for the latest research on business operations and production processes it examines the need for a customer focus and highlights a range of pertinent topics such as financial performance measures human resource development and business analytics this multi volume book is ideally designed for managers professionals students researchers and academics interested in operations and service management

people processes and technology these are the three major drivers of business achievement the best leaders inherently understand that great companies start with great people this is as true now as it was during the beginning of the industrial revolution and understanding and staying current on the latest organizational behavior research and best practices paves the way for managerial success in this updated edition of organizational behavior theory new research and real world case studies are combined in an engaging manner to blend together the critical concepts and skills needed to

successfully manage others and build a strong organization across all levels of a company featuring an in depth view of the process and practice of managing individuals teams and entire organizations the text provides a solid foundation for students and future managers

the importance of effective use of resources within a business is paramount to the success of the business this includes the effective use of employees as well as efficient strategies for the direction of those employees and resources a manager s ability to adapt and utilize contemporary approaches for maximizing both individuals and organizational knowledge is essential the handbook of research on contemporary approaches in management and organizational strategy is a pivotal reference source that provides vital research on the application of contemporary management strategies while highlighting topics such as e business leadership styles and organizational behavior this publication explores strategies for the achievement of organizational goals as well as the methods of effective resource allocation this book is ideally designed for academicians students managers specialists and consultants seeking current research on strategies for the management of people and knowledge within an organization

this book provides an exploration of emerging trends and new perspectives on power and influence in organizations each contributor provides an overview of general trends and thoughts about the direction of future research topics examined include manipulation of employee perceptions and values links between power and accountability sharing power the effects of gender on power and influence illusions of influence and impression management

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