

Handbook of Organizational Politics

Edited by Eran Vigoda-Gadot and Amos Drory



Handbook Of Organizational Politics Handbook Of Organizational Politics

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Handbook of Organizational Politics Eran Vigoda-Gadot, Amos Drory, 2016-03-25 The Handbook of Organizational Politics offers a broad perspective on the intriguing phenomena of power influence and politics in the modern workplace their meaning for individuals groups and other organizational stakeholders and their effect on organizational outcomes and performances Comprising entirely of new chapters and insights this second edition revisits the theory on organizational politics OP and examines its progress and changes in emphasis in recent years This timely and informative book provides a comprehensive set of state of the art studies on workplace politics based on experiences from around the world The contributors highlight topics such as political skills political will politics and leadership compensations politics and performance and politics and the learning climate Students and scholars will benefit from the up to date collection of studies in the field of OP This Handbook will also be of interest to practitioners and managers from public and private sectors looking for better explanations of internal processes in business

Handbook of Organizational Politics Eran Vigoda-Gadot, Amos Drory, 2006 This exciting Handbook offers a broad perspective on the intriguing phenomena of power influence and politics in the modern workplace their meaning for individuals groups and other organizational stakeholders and their effect on organizational outcomes and performances the contributors illustrate the fact that organizational politics has many facets and definitions all relating to the use of personal or aggregate power in influencing others and better achieving goals in the workplace However politics in organizations is difficult to study as neither employees nor management are keen to divulge the political secrets and dynamics that help them to promote their own ideas and goals and to advance in the workplace In the face of this challenge the Handbook presents a comprehensive collection of original studies and theoretical discussions from across the globe

A Handbook on Organizational Politics Sowmya K. R., Panchantham N., 2012-03 The edited book on A handbook on organizational politics is a rich contribution towards the literary review of organizational politics and the factors influencing organizational politics The prime aim of this book is to comprehend recent concepts practices theoretical background and results of empirical studies related to organizational politics The book will be ideal for researchers in organizational behaviour since it will contain concepts theories practice about politics in workplace It will also be useful for the academicians and corporate managers Further postgraduate students of business studies in general and Human Resource Management in particular could use it as a reference book My special thanks are due to the prompt contributors towards the successful publication of this edited volume I express my sincere thanks to Lap Lambert Academic Publishing House for their encouragement and great efforts taken to publish this book on time

Power, Politics, and Political Skill in Job Stress Christopher C. Rosen, Pamela L. Perrewé, 2017-08-31 This volume focuses on the connections between social influence processes broadly defined e g power politics political skill and influence and employee stress health and well being

Examining Applied Multicultural Industrial and Organizational Psychology Christiansen, Bryan, Even, Angela

M.,2023-05-22 Industrial and organizational psychology I O psychology contributes to an organization s success by improving the job performance wellbeing motivation job satisfaction and the health and safety of employees Given the extent to which organizations today are increasingly comprised of employees from different cultural and language backgrounds studying the cultural aspect of I O psychology has become a necessity The post pandemic world in which the remote or hybrid workplace is becoming increasingly common adds importance to the multicultural perspective in the discipline due to the distances involved between employees and management Examining Applied Multicultural Industrial and Organizational Psychology provides updated research on applied I O psychology within a culturally conscious context that can be used for future research directions in the field by academicians and practitioners alike Covering topics such as employability motivation theories and workplace culture this major reference work is a comprehensive resource for I O psychologists business leaders and managers entrepreneurs human resource managers government officials students and educators of higher education librarians researchers and academicians Political Behavior in Organizations Andrew J. DuBrin,2009 A highly effective guide to the use of organizational politics using strategies and tactics derived out of scholarly research *Thinking about Management* Ian Palmer,Cynthia Hardy,1999-11-10 Palmer and Hardy are certain to inform and challenge Industrial Relations Journal This book is rich and thought provoking in content and alert in its approach It cleverly demonstrates that the field of management is a patchwork of ideas Leadership and Organization Development Development Journal This radical text presents central management questions that managers and students need to work with and understand Key debates in management theory are taken out of their academic setting and discussed in relation to management experience Exercises examples illustrations and summaries bring the problems and dilemmas alive for the student From people management to organizational culture leadership to learning institutional power to individual innovation the multi faceted territory of management is explored and opened up *Handbook of Party Politics* Richard S Katz,William J Crotty,2006-01-26 The Handbook of Party Politics is the first book to comprehensively map the state of the art in contemporary party politics scholarship This major new work brings together the world s leading party theorists to provide an unrivalled resource on the role of parties in the pressing contemporary problems of institutional design and democratic governance today

Contemporary Challenges in Cooperation and Coopetition in the Age of Industry 4.0 Agnieszka Zakrzewska-Bielawska,Iwona Staniec,2019-10-25 This proceedings volume provides a fresh perspective on current challenges in cooperation and coopetition in the age of Industry 4 0 Featuring selected papers from the 10th Conference on Management of Organizations Development MOD held in Zamek Gniew Poland this volume extends the knowledge of cooperation and coopetition presents analytic tools used in the research considers the potential impact of Industry 4 0 on collaboration and provides recommendations for managerial practice Interorganizational relations have been a relevant topic in the management sciences in recent years Globalization social cultural and technological progress are among the factors

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Research in Personnel and Human Resources Management M. Ronald Buckley, Anthony R. Wheeler, John E. Baur, Jonathon R. B. Halbesleben, 2020-07-24 Research in Personnel and Human Resources Management is designed to promote theory and research on important substantive and methodological topics in the field of human resources management

Organizational Justice Carolina Moliner, Russell Cropanzano, Vicente Martínez-Tur, 2017-03-13 Organizational justice the perception of workplace fairness can bring important benefits not only to the health and well being of individual employees but also to the productivity of organizations themselves This timely new collection with contributions from leading researchers from around the world considers organizational justice in an era when globalization has resulted in rapid organizational change greater job insecurity and increasing worker stress Both comprehensive and cutting edge the book initially considers what we mean by organizational justice in its relationship to self interest social identity and personal moral codes But moving beyond the perceptions of individuals the book also reflects the increasing interest in the roles of teammates and leaders in creating organizational justice There follow chapters on the negative results of perceived injustice specifically around physical and mental employee health as well as its deleterious impact on organizational productivity Providing a definitive state of the art overview of the field the book not only clarifies the key concepts and ideas that inform organizational justice but also explores their importance for today's organizations managers and employees Including a final section that both suggests new areas for research and critically reflects on the field itself this will be essential reading for researchers and students across business and management organizational studies HRM and organizational and work psychology

Gamification: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources, 2015-03-31 Serious games provide a unique opportunity to engage students more fully than traditional teaching approaches Understanding the best way to utilize games and play in an educational setting is imperative for effectual learning in the twenty first century Gamification Concepts Methodologies Tools and Applications investigates the use of games in education both inside and outside of the classroom and how this field once thought to be detrimental to student learning can be used to augment more formal models This four volume reference work is a premier source for educators administrators software designers and all stakeholders in all levels of education

Informing View of Organization: Strategic Perspective Travica, Bob, 2019-12-06 Businesses are incorporating automated processes and information technology as cost cutters or productivity boosters into their business strategy now more than ever However as information systems IS research is further focusing on IS strategy as well as advancing business strategy research there is a need to examine the increasing integration of technology and automation

through a clear framework Informing View of Organization is such a framework Informing View of Organization Strategic Perspective features coverage on a wide range of topics such as group informatics infoprocesses and big data This book is ideally designed for academics students managers information technology professionals computer engineers programmers and researchers interested in organization technology interaction

Micropolitics in the Multinational Corporation

Florian A. A. Becker-Ritterspach, Susanne Blazejewski, Christoph Dörrenbächer, Mike Geppert, 2016-05-26 This book offers the first comprehensive discussion of the foundations applications and new directions of politics perspectives in MNCs

Global Dimensions of Public Administration and Governance Jos Raadschelders, Eran Vigoda-Gadot, 2015-01-21 A comparative interdisciplinary examination of the mechanisms behind public administration *Global Dimensions of Public Administration and Governance* is a comprehensive comparative text on the structure and function of governments around the world Written by two of the field s leading public administration scholars this book provides an interdisciplinary perspective and a global historical and theoretical examination of the management and governance of the modern state Readers learn how territory bureaucracy and political systems influence policy and reform in over thirty countries and how these mechanisms affect the everyday lives of citizens This comparative approach features rich examples of how policy is shaped by culture and how modern policy principles are filtered to fit a country s needs and expectations Chapters conclude with comparative analyses that help readers better understand the role and position of government in the contemporary world both in democratic societies and less than democratic environments Governance doesn t happen in a vacuum Those responsible for policy regulation and reform take cues from history current events and visions for the future to inform thinking on matters that can potentially affect a large number of everyday lives This book illustrates the thought process providing the necessary insight these important decisions require Understand the relationship between structure and function of government Learn how policy is culture dependent Examine the political and societal contexts of reform Discover the myriad forms of modern bureaucracy The various social sciences provide valuable information and perspectives for those involved in public administration Those perspectives converge here to form a thorough well rounded examination of the success and failure possible and the mechanisms through which they take place *Global Dimensions of Public Administration and Governance* provides a detailed wide ranging look at how modern governments operate how they got this far and where they re headed for the future

The Routledge Companion to Ethics, Politics and Organizations Alison Pullen, Carl

Rhodes, 2015-06-05 The Routledge Companion to Ethics Politics and Organizations synthesizes and extends existing research on ethics in organizations by explicitly focusing on ethico politics where ethics informs political action It draws connections between ethics and politics in and around organizations and the workplace examines cutting edge areas and sets the scene for future research Through a wealth of international and multidisciplinary contributions this volume considers the broad range of ways in which ethics and politics can be conceived and understood The chapters look at various ethical traditions as

well as the discursive deployment of ethical terminology in organizational settings and they also examine large scale political structures and processes and how they relate to different forms of politics which affect behaviour in organizations These many possibilities are united by a focus on how ethics can be used to inform and justify the exercise of power in organizations This collection will be a valuable reference source for students and researchers across the disciplines of organizational studies ethics and politics

The Routledge Companion to Leadership John Storey, Jean

Hartley, Jean-Louis Denis, Paul 't Hart, David Ulrich, 2016-09-13 Leadership has never been more important and divisive than it is today The idea and discourse of the leader remains a critical factor in organizational and societal performance but there is evident tension between the persistent focus on the critical importance of individual leaders and the increasing emphasis on collective leadership The Routledge Companion to Leadership provides a survey of the contentious and dynamic discipline of leadership This collection covers key themes in the field including advances in leadership theory leadership in a range of contexts and geographies leadership failure leadership process and leadership development Topics range from micro studies to wider political analyses of leadership taking in unusual but important aspects such as portrayals of leadership in architecture media and science fiction Contributions from 61 internationally renowned authors from 16 countries make available the full range of perspectives approaches and insights on the idea of leadership Providing both a social sciences and a psychological approach these go beyond common themes to offer diverse perspectives on such topics as emotion and leadership portrayals of leadership This volume situates leadership debates and evidence within contemporary leadership crises while ensuring that the explorations of the issues are of enduring relevance With wide and critical coverage of the key topics and potent contextualization of themes in current events The Routledge Companion to Leadership is the ideal resource for graduate study in leadership

Encyclopedia of Human Resource Management Adrian Wilkinson, Stewart

Johnstone, 2016-01-29 The Encyclopedia of Human Resource Management is an authoritative and comprehensive reference resource with almost 400 entries on core HR areas and key concepts From age discrimination to zero hours contracts each entry reflects the views of an expert and authoritative author The terms included vary from singular concepts such as performance appraisal and industrial conflict to organisational behaviour terms including organisational culture and commitment and broader management terms such as resourcing and management development Each entry provides a list of references and further reading to enable the reader to gain a deeper awareness and understanding of each topic This book is an ideal companion to a standard HRM textbook and both undergraduate and postgraduate students will find it to be of value It will also be useful for academic researchers HR practitioners and policy specialists looking for a succinct expert summary of key HR concepts

Handbook of Research on Promoting Women's Careers Susan Vinnicombe, Ronald J Burke, Stacy

Blake-Beard, Lynda L Moore, 2013-10-31 In a changing world where women have dominated as graduates from universities in the West recent research has shown that the same trend is also strikingly evident in the newly emerging markets Tapping

into this female talent pool is extremely importa

Phenomenology, Organizational Politics, and IT Design: The Social Study of Information Systems Viscusi, Gianluigi, Campagnolo, Gian Marco, Curzi, Ylenia, 2012-03-31 This book offers a new look at the latest research and critical issues within the field of information systems by creating solid theoretical frameworks and the latest empirical findings of social developments

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