

HANDBOOK OF
Organizational Politics
Looking Back and to the Future

Edited by
Eran Vigoda-Gadot • Amos Drory

SECOND EDITION



Handbook Of Organizational Politics Organizational Politics

Iyamu, Tiko



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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 *Organizational Politics* Wolfgang Dorow, 2012-12-06 The political analysis of organisations has gained

increasing significance in the last 10 years In the Anglo American research in particular the most significant and up to date questions from the broad research field of Organizational Politics have been taken up and examined from a scientific perspective that is essentially empirical Much attention has been paid to the phenomena of power the generation and handling of conflict in organisations with emphasis on the managerial viewpoint as well as to industrial conflict as a conflict between employers and trade unions Interesting research results have been achieved in these areas which can also be found in the German literature Despite this progress no consensus can yet be traced in the existing literature upon the definition of the object of research the problem formulation and the research goal In view of the different perspectives of the object of research that exist the integration of multiple research results presents difficulties the advantage of cooperative particularly international research results cannot be exploited to the full and as a result of the absence of a complete research road map gaps in the research are discovered more by chance rather than being identified and elaborated systematically Furthermore the economic problems of power conflict and conflict handling which are of great significance for business corporations have received surprisingly little attention Another weakness is the rather loose relationship that exists with Political Science which provides important impetus but which is as yet unsufficiently used as a permanent corresponding discipline

Politics in Organizations Gerald R. Ferris, Darren C. Treadway, 2012 First Published in 2012 Routledge is an imprint of Taylor Francis an informa company

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

Power, Politics, and Organizational Change David Buchanan, Richard Badham, 2008-02-19 Many books on management are sanitized cleanly technical accounts of the unreality of managerial life and work Politics hardly feature This book tells it like it is it dishes the dirt gets low down into the funky and fascinating politics of organizational life Stewart Clegg Aston Business School and University of Technology Sydney Combining a practical and theoretical guide to the politics of organizational change this book provides an exceptional

resource to students of change management and organizational behaviour Buchanan and Badham show how the change agent who is not politically skilled will fail and that it is necessary to be able and willing to intervene in the political processes of the organization This revised edition includes a range of excellent new material and features including a new chapter on gender in approaches to organization politics a full range of teaching materials including case studies incident reports self assessments and more Each chapter recommends a feature film or DVD to illustrate aspects of organization politics fresh research evidence recent literature on the nature of entrepreneurial politics a model of political expertise and how that can be developed This lively and engaging book is key to MBA and other Masters degree candidates taking courses in change management and organizational behaviour It will also be valuable for practising managers on tailored executive programmes in organization politics

Strategic Information Technology Governance and Organizational Politics in Modern Business Iyamu, Tiko, 2015-07-17 Individually the fields of organizational politics and strategic information technology have soared in popularity Studies suggest that the interaction between the two would prove beneficial to both the academic and corporate domains This integration would serve to enable support and manage modern businesses Strategic Information Technology Governance and Organizational Politics in Modern Business gives voice to fresh perspectives on the development implementation and practice of information systems and technology in organizations This book is beneficial for business people undergraduate students postgraduate candidates and researchers looking to gain a more in depth understanding of the influence of socio technical factors on ICT operations

Power, Politics, and Organizational Change David A. Buchanan, Richard J. Badham, 2020-05-11 Organization politics can be seen as a game in which players compete for different kinds of territory such as status power and influence In Power Politics and Organizational Change David Buchanan and Richard Badham ask What s the relevance of politics to change and innovation What kind of game is this What if any are the rules How is the game played What ethical issues arise Should one play this game to win and if so how How can you develop political expertise The third edition has been thoroughly updated and revised This includes discussion of current trends heightening the importance of developing political will and skill in a post truth era the rise of new power the role of BS busting the power of storytelling and the politics of speaking up

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

Leadership Craig E. Johnson, Michael Z. Hackman, 2018-01-26 Leadership A Communication Perspective has been at the forefront of university and college leadership courses for nearly three decades providing a compelling authoritative introduction to leadership as a communication based activity The new edition continues the tradition of excellence with an up to date treatment of theory and research combined with practical real world advice for improving communication competence and leadership effectiveness Relevant The authors profile contemporary leaders and organizations like Alibaba s Jack Ma Zappos Tony Hsieh Facebook s Sheryl Sandberg Uber The Container Store Airbnb

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OB: The Essentials Stephen P. Robbins, Timothy A. Judge, Bruce Millett, 2015-05-20 Robbins Leading the way in OB Written as an alternative to Robbins larger Organisational Behaviour text OB The Essentials is an applied and focused text that will help your students to quickly grasp the essential elements of OB In an engaging 13 chapter format this book retains the fluid writing style academic rigour and extensive use of examples that are trademark features of the Robbins texts While there are less chapters the book continues to provide cutting edge content that is often missing in other OB books this is not merely a subset of material from Robbin s Organisational Behaviour text it was written from the ground up to present all the essential content in a shorter format This new text will have broad appeal particularly to visual learners who will appreciate the lively design and extensive use of examples and photographs to aid comprehension and retention of concepts New co author Dr Michael Jones of the University of Wollongong brings his avid enthusiasm for student education as well as a solid research background in motivation commitment and business operations to the new text Reviewers and users of the Robbins texts regularly report that they are conversational interesting student friendly and very clear and understandable Packed full of pedagogical features that will engage and stimulate your students OB The Essentials will ensure that they are getting a sound understanding of OB Features such as the Applying Knowledge and Student Challenge boxes prompt students to apply and think strategically about what they have just learnt

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 Behavior Christopher P. Neck, Jeffery D. Houghton, Emma L. Murray, 2019-01-02 Why does organizational behavior matter isn t it just common sense Organizational Behavior A Skill Building Approach helps students answer this question by providing insight into OB concepts and processes through an

interactive skill building approach Translating the latest research into practical applications authors Christopher P Neck Jeffery D Houghton and Emma L Murray unpack how managers can develop essential skills to unleash the potential of their employees The text examines how individual characteristics group dynamics and organizational factors affect performance motivation and job satisfaction providing students with a holistic understanding of OB Packed with critical thinking opportunities experiential exercises and self assessments the new Second Edition provides students with a fun hands on introduction to the fascinating world of OB This title is accompanied by a complete teaching and learning package

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

The Organizational Politics Playbook Allison M. Vaillancourt, 2021-02-28 Good things do not always come to good people who deliver on their promises act with integrity and behave responsibly Unfortunately it takes more than a strong work ethic and long hours to get ahead or even survive in most organizations Organizational survival often requires mastering organizational politics But how are we supposed to learn how to navigate the often treacherous world of tight coalitions unwritten rules and secret agendas The Organizational Politics Playbook has the answers and includes fifty practical strategies that include how to Uncover the secret sources of power Make others look good Leave a bad organization with grace Build a protective brain trust Make yourself seem more valuable by creating a sense of scarcity While this book addresses predictable strategies such as creating fear using coercion and engaging in manipulation it does so only to make sure you recognize them Allison Vaillancourt believes we must know the dirty tricks of politics in order to combat them

Contemporary Occupational Health Psychology, Volume 2 Jonathan Houdmont, Stavroula Leka, Robert R. Sinclair, 2012-03-30 Contemporary Occupational Health Psychology Global Perspectives on Research and Practice Volume 2 continues a definitive reference series published in association with the European Academy of Occupational Health Psychology EAOHP and the Society for Occupational Health Psychology SOHP The series summarizes state of the art research and practice in the field of occupational health psychology Volume 2 of the most important and influential research series in the rapidly growing field of occupational health psychology Presents state of the art research along with its implications for real world practice Provides in depth reviews of hot topics including new work from several top international experts in the field Volume 2 includes increased North American contributions sourced by a dedicated North America editor

Power, Politics and Influence Adebowale Akande, 2024-12-31 This book comprehensively explores the foundational principles of power influence and organizational politics presenting actionable approaches for both employees and management to skillfully navigate these intricacies without succumbing to undue incivility stress or burnout Power as an imperceptible yet influential entity within organizations steers the trajectory of decisions behaviors and the dynamic

interplay between leaders and their teams This book examines leadership theory and practice offering a unique perspective on leadership styles behaviors and traits In today s dynamic landscape leadership capability and skill are important across sectors influencing organizational health political landscapes and societal development The book presents the challenges modern leaders face and how leadership theory can enrich workplace dynamics and beyond Bridging the gap between academic research and practice this volume offers guidance for aspiring and experienced leaders alike From political skill to organizational culture this book examines leadership from a multidisciplinary perspective Scholars students and researchers of political science business management economics international relations and psychology as well as consultants policymakers and leaders interested in a better understanding of effective leadership concepts and the latest research in politics policy and participation in any setting will find this resource invaluable

The Jossey-Bass Handbook of Nonprofit Leadership and Management Robert D. Herman & Associates, 1994 I expect the Jossey Bass Handbook will be a basic reference and source of numerous ideas and guidance for practicing managers leaders students and teachers in this field for years to come It belongs on the bookshelf of every leader and manager of a nonprofit organization Dennis R Young Mandel Professor of Nonprofit Management and governing director Mandel Center for Nonprofit Organizations Case Western Reserve University Herman and his associates have created a book that organizes a complex topic in a sensible and accessible way Nationally recognized experts expand the reader s perception well beyond narrow managerial issues but the managerial meat is here too Whether for reference or teaching purposes a better set of topics and authors on nonprofit leadership and management is difficult to imagine Bradford H Gray executive director Program on Non Profit Organizations PONPO Yale University The leading experts in the nonprofit field describe effective practices in all the distinctive and important functions processes and strategies of nonprofit leadership and management Based on up to date research theory and experience this comprehensive volume offers practical advice on every aspect of managing nonprofit organizations including board development strategic planning lobbying marketing government contracting volunteer programs fund raising financial accounting compensation and benefits programs risk management and much more

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