

Sources Of Organizational Conflict

Daniel Levi

Identifying Sources of Organizational Conflict John R. Turney, 1982

Creative Organization Theory Gareth Morgan, 1989-02 Gareth Morgan believes that examining organizations and management should be interesting, creative, practical, challenging, and directly relevant to the needs of all students of organization and management. In an ingenious and utterly delightful selection of organizational stories, Morgan presents unique insights drawn from actual corporate (as well as nonprofit, public, and institutional) experience. These carefully chosen examples illustrate both organizational success and failures . . . because we can learn from both! These stories offer the depth and breadth of perspective we have come to expect from Morgan's insightful and often witty framework of organizational analysis. And, they are interwoven with excerpts from many of the classics in organizational literature. His aptly named Mindstretchers entices the reader to expand his or her personal repertoire of approaches to the understanding of and solutions to organizational problems and challenges. For instructors in the field of organizational studies who wish to have a broad and creative resource for their courses, this book is a resource you will use and reuse for many years to come. Followed by cases and exercises--again drawn from both private and public sectors--that challenge us to view organizations in new and different ways, Creative Organization Theory will undoubtedly prove to be a truly mindstretching book! This exciting and enjoyable volume is one you'll turn to frequently. An inspiration for the creative tutor . . . and an excellent fund of knowledge and information for the teacher in the disciplines of business, management, and organizational theory. The book contains mindstretching and broadening ways of enhancing the thinking processes of anyone engaged in the study of organizations--a subject which otherwise provokes much yawning and other signs of boredom. The author provides much-needed refreshment and is revolutionary in his approach. --Simulation/Games for Learning A rich complement to primary management texts, especially Morgan's provocative Images of Organization. Although the book's focus is private sector, the perspectives of organization are universal and translation to the public sector is smooth. Creative Organization Theory particularly is imaginative in challenging students to abandon set ways of thinking using a rich mix of "mind stretching" exercises, diverse articles, and stimulating cases. --Robert Mier, University of Illinois, Chicago This resourcebook contains ideas, stories, cases, exercises, and pieces of information that will help the reader gain a broadbased understanding of the nature and function of modern organizations . . . Very useful for teaching, as well as being a good read for those with a

particular interest in this important subject. --Long Range Planning

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Managing Conflict in Organizations M. Afzalur Rahim,2010-12-31 After much debate by business professionals, organizational conflict is now considered normal and legitimate; it may even be a positive indicator of effective organizational management. Within certain limits, conflict can be essential to productivity. This book contributes to the investigation of organizational conflict by analyzing its origins, forms, benefits, and consequences. Conflict has benefits: it may lead to solutions to problems, creativity, and innovation. In contrast, little or no conflict in organizations may lead to stagnation, poor decisions, and ineffectiveness. Managing Conflict in Organizations is a vigorous analysis of the rational application of conflict theory in organizations. Conflict is inevitable among humans. It is a natural outcome of human interaction that begins when two or more social entities engage one another while striving to attain their own objectives. Relationships among people or organizations become incompatible or inconsistent when two or more of them desire a similar resource that is in short supply; when they do not share behavioral preferences regarding their joint action; or when they have different attitudes, values, beliefs, and skills. This book examines these root causes of organizational conflict and offers constructive perspectives on its consequences.

Group Dynamics for Teams Daniel Levi,2007 Thoroughly updated and revised, the Second Edition of Group Dynamics for Teams provides a clear and concise overview of the basic psychological concepts of group dynamics with a focus on their application with teams in the workplace. Grounded in psychology research but with a very practical focus on organizational behavior issues, the book helps readers understand and participate in teams more effectively in day-to-day work.

Organisational Behaviour Kumar Pranit,2010

Understanding Sport Organizations Trevor Slack,Milena M. Parent,2006 This reference offers an analysis of the issues and theoretical construction behind sport organisations. The practical case studies and profiles illustrate how the theory and knowledge can be applied to realistic examples. There is also information on strategic alliances and research in sports management.

Managing Organizational Conflict Stephen P. Robbins,1974 Monograph on the occupational sociology of social conflict in the enterprise, with emphasis on human relations strategies for management of such conflict - includes references.

Corporate Conflict and its Effects on Workers' Behavior Samuel Kwafo,2016-10-06 Research Paper (postgraduate) from the year 2012 in the subject Sociology - Individual, Groups, Society, Kwame Nkrumah University of Science and Technology (college of arts and social sciences), course: sociology and social work, language: English, abstract: This study covers the nature of corporate conflict. That is, the forms of conflicts in companies and how they manifest, their intensity and escalation levels. As part of the aims of this study, it makes efforts to ascertain causes of organizational conflict in Blue Sky

Products (GH) Ltd. Both individual and organizational related factors are considered. This notwithstanding, there is an effort to identify consequences of corporate discord on workers' behavior as well as to recommend appropriate strategies for managing organizational conflict. The establishment and continuous existence of organizations through the realization of set goals and objectives requires the continuous and effective functioning of its material inputs with the human elements being indispensable. However, it is appalling to note that the human elements required to facilitate goals attainment often engage in disagreement and variance over factors such as interest, views, style of management among others. The reactionary effect is due to the perceived incompatibilities resulting typically from some form of interference or opposition. This can be referred to as conflict. Schramm-Nielsen (2002) defined conflict as a state of serious disagreement and argument about something perceived to be important by at least one of the parties involved.

Understanding and Managing Organizational Behavior Jennifer M. George, Gareth R. Jones, 2002 For courses in Organizational Behavior, Human Relations, and Industrial Psychology. George/Jones offers comprehensive concept coverage and a focus on only the most current, proven theories. This edition offers a wealth of learning tools that actually show students how OB can help them become better managers.

Organizational Theory, Design, and Change Gareth R. Jones, 2010 KEY BENEFIT Business is changing at break-neck speed, so managers must be increasingly active in reorganizing their firms to gain a competitive edge. Organizational Theory, Design, and Change continues to provide students with the most up-to-date and contemporary treatment of the way managers attempt to increase organizational effectiveness. By making organizational change the centerpiece in a discussion of organizational theory and design, this text stands apart from other books on the market. The sixth edition has been updated to reflect the most recent trends in real-world managing techniques. Examples have been updated to provide vivid illustrations of such techniques in action. KEY TOPICS The Organization and Its Environment; Organizational Design; Organizational Change Business is changing at break-neck speed, so managers must be increasingly active in reorganizing their firms to gain a competitive edge. This text combines theory with application to show students how organizational change can affect the profitability of a business.

Organization Theory and Public Organizations Florence A. Heffron, 1989 Provides a systematic application of the major approaches to and principles of organization theory and behavior to public organizations of all kinds at all levels of governments. Appropriate for programs in public admin and business admin.

Major Causes of Organizational Conflict Clyde Brooklyn Derr, Naval Postgraduate School (U.S.), 1975 Six major causes of organizational conflict are delineated; implications for managing these conflicts using collaboration, bargaining and power plays are pointed out; a conflict management paradigm pointing out which mode of conflict management works best for which cause is presented; literature on organizational conflict management is referenced.

Organizational Behavior and the Practice of Management David R. Hampton, Charles Edgar Summer, Ross A. Webber, 1987 Abstract: The purpose of this textbook is to: 1) help students understand individual, interpersonal, and group behavior within organizations and the interplay of human, technological, structural, cultural and environmental factors; and, 2) to demonstrate how this understanding can be used in practicing management. Topics include: motivation and behavior; work and careers; power and influence; organizational structure and processes; performance measurement, evaluation, and rewards; and, managing conflict, adaptation, and change. Each chapter includes additional readings, questions and cases.

Organizational Behavior Fred Luthans, 1985 @@Organizational Behavior@@ by Fred Luthans was the first mainstream organizational behavior text on the market and continues the tradition of being the most current and up-to-date researched text today. Well known author Fred Luthans is the 5th highest Publisher in Academy of Management Journals, is a senior research scientist with the Gallup Organization, and continues to do research in the organizational behavior area. @Organizational Behavior 11th Edition@ is ideal for instructors who take a research-based and conceptual approach to their OB course.

Taking Charge of Organizational Conflict David Cowan, 1995-02

Organizational Behavior H. Randolph Bobbitt, 1978

Instructors Manual and Transparency Masters George, 1998-09

Organizational Theory Gareth R. Jones, 1995 New edition of a text that addresses how organizations work and how the different contingency factors can affect the choices managers make. In the first four chapters, Jones (Tex AandM U.) lays out the central design challenges facing an organization if it is to successfully create value for stakeholders and achieve a competitive advantage. Subsequent chapters examine the nature and origins of organizational culture and how it affects operations and effectiveness; various organization-environment theories; how organizations develop and use strategies; the international environment; technology and innovation; and how the organizational processes influence the way organizations grow, adapt, and change over time. Annotation copyrighted by Book News Inc., Portland, OR

Nursing Leadership Harriet R. Feldman, 2008-02-25 These 300 entries not only enhance our understanding of leadership but help to promote effective leadership among nurses.

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