

Managing With Power Politics And Influence In Organizations Jeffrey Pfeffer

Managing With Power Organizations and Organization Theory New Directions for Organization
Theory Power in Organizations 7 Rules of Power What Were They Thinking? Great Writers on
Organizations Designing Effective Organizations The Sociology of Organizations Organizational
Influence Processes Organization Theory Organizations High-performance Work
Organizations The External Control of Organizations The Politics of Expertise in International
Organizations Organizational Behavior Reframing Organizations Power and Influence in
Organizations Organizational Behavior 2 The Organizational Ombudsman Jeffrey Pfeffer Jeffrey
Pfeffer Jeffrey Pfeffer Jeffrey Pfeffer Jeffrey Pfeffer Jeffrey Pfeffer Derek S. Pugh David K.
Banner Michael J Handel Robert W. Allen Oliver E. Williamson Arthur G. Bedeian Bradley Lane
Kirkman Jeffrey Pfeffer Annabelle Littoz-Monnet John B. Miner Lee G. Bolman Roderick
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Managing With Power Organizations and Organization Theory New Directions for Organization Theory Power in Organizations 7 Rules of Power What Were They Thinking? Great Writers on Organizations Designing Effective Organizations The Sociology of Organizations Organizational Influence Processes Organization Theory Organizations High-performance Work Organizations The External Control of Organizations The Politics of Expertise in International Organizations Organizational Behavior Reframing Organizations Power and Influence in Organizations Organizational Behavior 2 The Organizational Ombudsman Jeffrey Pfeffer Jeffrey Pfeffer Jeffrey Pfeffer Jeffrey Pfeffer Jeffrey Pfeffer Jeffrey Pfeffer Jeffrey Pfeffer Derek S. Pugh David K. Banner Michael J. Handel Robert W. Allen Oliver E. Williamson Arthur G. Bedeian Bradley Lane Kirkman Jeffrey Pfeffer Annabelle Littoz-Monnet John B. Miner Lee G. Bolman Roderick Moreland Kramer John B. Miner Charles L. Howard

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

overview of behavioural sciences social theories concerning organization behaviour reviews and compares three major theoretical perspectives purposive or goal directed externally constrained and social constructionist at the level of individual group and organization behaviour with reference to relevant social research considers the practical application of these theories in office job design and personnel management bibliography

in new directions for organization theory jeffrey pfeffer offers a comprehensive analysis and overview of the field of organization theory and its research literature this work traces the evolution of organization studies particularly its more recent history and highlights the principle concepts and controversies characterizing the study of organizations pfeffer argues that the world of organizations has changed in several important ways including the increasing externalization of employment and the growing use of contingent workers the changing size distribution of organizations with a larger proportion of smaller organizations the increasing influence of external capital markets on organizational decision making and a concomitant decrease in managerial autonomy and increasing salary inequality within organizations in the us compared both to the past and to other industrialized nations these changes and their public policy implications make it especially important to understand organizations as social entities but pfeffer questions whether the research literature of organization studies has either addressed these changes and their causes or made much of a contribution to the discussion of public policy new directions for organization theory provides a clear accessible summary of the current state of organization studies skillfully synthesizing diverse research and presenting it in an orderly insightful manner it offers suggestions for the development of the field including a call to focus more on issues of design and to use the ability to understand real phenomena to help distinguish among theoretical approaches a major scholar in the field of organization theory jeffrey pfeffer offers a perspective on its current state that will be of interest and value to scholars and graduate students interested in organizations

if you want to change lives change organizations change the world the stanford business school s motto you need power is power the last dirty secret or the secret to success both while power carries some negative connotations power is a tool that can be used for good or evil don t blame the tool for how some people used it rooted firmly in social science research pfeffer s 7 rules provide a manual for increasing your ability to get things done including increasing the positive effects of your job performance with 7 rules of power you ll learn through both numerous examples as well as research evidence how to accomplish change in your organization your life the lives of others and the world

every day companies and their leaders fail to capitalize on opportunities because they misunderstand the real sources of business success based on his popular column in business 2 0 jeffrey pfeffer delivers wise and timely business commentary that challenges conventional

wisdom while providing data and insights to help companies make smarter decisions the book contains a series of short chapters filled with examples data and insights that challenge questionable assumptions and much conventional management wisdom each chapter also provides guidelines about how to think more deeply and intelligently about critical management issues covering topics ranging from managing people to leadership to measurement and strategy it s good organizational advice delivered by dr pfeffer himself

great writers on organizations presents succinctly each of the contributions made by 80 of the most prominent management thinkers to the understanding of organizational behaviour and managerial thinking among those included are early theorists such as henri fayol frederick w taylor and max weber classical writers such as alfred d Chandler peter drucker and frederick herzberg through to modern thinkers such as oliver williamson rosabeth moss kanter and charles handy new writers included in the third omnibus edition are lex donaldson Stewart Clegg richard whitley Michel Foucault and Kathleen Eisenhardt the volume is an indispensable resource for academics students and managers on what the great writers have to say about the key managerial tasks of how to organize and motivate

takes a holistic approach that is often lost in more narrow minded texts great for graduate students robert kramer department of management science george washington university with its distinctive voice this is a basic text for all courses on organizational theory business horizons this book presents an avant garde approach to an important topic about which to my way of thinking no one else has written even a contemporary book the authors perspective readily allows the reader to comprehend and appreciate what is always present often hidden and almost always controversial the subjective side of organizational life the book you are about to read provides the rationalist and the veteran exactly what they each crave the most it provides synthesis and order within a structure that acknowledges the interaction between an individual s motivations and needs and the apparent order that individual perceives the use of cartoons and other right brain highlighters allow readers to look down as opposed to looking up to understand and critique a phenomenon that a theory purports to explain and to self reflect on the importance a theory holds for the field certainly this is a book for the 1990s from the foreword by samuel a culbert john e anderson graduate school of management university of california los angeles what the authors are attempting is very difficult david k banner and t elaine gagné are declaring the presence of a new paradigm of the organization before it has actually crystallized and become part of the mainstream of organization theory as such the book is an act of leadership peter b vaill professor of human systems school of business and public management the george washington university a valuable resource to the students and instructors of organizational design and theory courses the comprehensive coverage of traditional organization theory topics coupled with the authors contemporary orientation and transformational perspective ensure this the organizational design and theory text by banner and gagné addresses an important fact of organizational life that is usually ignored or given superficial treatment at best in existing organization theory texts namely that our implicit assumptions worldviews metaphors paradigms and organizational culture are important

determinants of why we organize the way we do douglas austrom president and cofounder turning point associates indianapolis indiana a valuable basic text for business related undergraduate or postgraduate programmes on organization theory and practice particularly from a transformational perspectives long range planning providing a distinctive voice designing effective organizations is the new basic text for the undergraduate or mba level course on organization theory although it contains the same comprehensive topical coverage as the leading traditional organization theory texts designing effective organizations is definitely not a clone of the others in the field david k banner and t elaine gagné develop a transformational perspective which sees the world of the organization as a projection of each organizational member s consciousness as opposed to the traditional rational perspective they thoroughly cover all the basics but in a manner that reflects today s changing management paradigms designing effective organizations is the perfect text for scholars researchers professionals and graduate and undergraduate students in organization studies management sociology public administration and education

michael handel has assembled an authoritative and wide ranging collection of key articles in the organizations field and complements these papers with a terrific critical survey of the literature his introductory essays will benefit both students and researchers alike this collection is a real service to the field walter w powell stanford university a unique reader and commentary with broad coverage of the classics combined with a healthy skepticism about received theories and an emphasis on the impact of organizations on society the lucid commentary brightens the field charles perrow yale university for the first time a single volume offers a comprehensive selection of primary readings and companion overview essays on the sociology of organizations these readings and essays provide incisive and guided coverage of the subjects normally included in a one semester sociology of organizations course the sociology of organizations covers the full range of theoretical perspectives and substantive topics through readings that are either classics in the field or widely discussed and debated new classics section introductions explain key terms and concepts provide illustrations and summarize related debates and research in clear prose the depth of these overview essays makes this book ideal for use as either as a stand alone text or a supplementary reader after reading this book students will have a thorough understanding of central concepts and an appreciation of the primary texts that are the foundation of the field scholars and students in the fields of sociology management organizational behavior and organizational psychology and those within political science and economics who are interested in how organizations function will find this work a welcome invaluable resource

with more than two thirds fresh material this new updated edition of organizational influence processes provides an overview of the most important scholarly work on topics related to the exercise of influence by individuals and groups within organizations in selecting articles for inclusion the editors were guided by the conviction that the most useful and interesting way to view organizational influence is to take a directional approach that is to consider the process from the perspective of downward lateral and upward influence they have organized the

readings around this framework preceded by an introductory group of articles dealing more generally with the nature of influence processes and power the book includes both classic readings and the latest cutting edge research from some of the most respected experts writing in the field it will be equally useful for any upper level undergraduate or graduate course concerned with organizational behavior group behavior leadership or power and politics

this collection of papers is edited by renowned business thinker oliver williamson who is currently transamerica professor of corporate strategy at the school of business administration at berkeley the fiftieth anniversary of the publication of chester i barnard s remarkable and still influential book the functions of the executive was celebrated with a seminar series at the university of california berkeley in the spring of 1988 eight of those lectures are published here the contributors include organization specialists and sociologists barbara levitt and james march w richard scott glenn carroll jeffrey pfeffer an anthropologist a political scientist and two economists mary douglas terry moe oliver hart oliver williamson an important contribution to organization theory this volume reports on recent progress in this field and projects a productive research future

organizations often channel workflow around key business processes in order to enhance their productivity those that succeed are referred to as high performance work organizations hipos yet little is known about the systems that drive high performance or even what defines a hipo this book for both practicing managers and scholars addresses that knowledge gap it provides the field s and the authors definitions of hipos and it contains 168 annotations of recent and informative journal articles books and book chapters by those who have studied and worked with such organizations

this work explores how external constraints affect organizations and provides insights for designing and managing organizations to mitigate these constraints all organizations are dependent on the environment for their survival it contends that it is the fact of the organization s dependence on the environment that makes the external constraint and control of organizational behaviour both possible and almost inevitable organizations can either try to change their environments through political means or form interorganizational relationships to control or absorb uncertainty

this edited volume advances existing research on the production and use of expert knowledge by international bureaucracies given the complexity technicality and apparent apolitical character of the issues dealt with in global governance arenas evidence based policy making has imposed itself as the best way to evaluate the risks and consequences of political action in global arenas in the absence of alternative democratic modes of legitimation international organizations have adopted this approach to policy making by treating international bureaucracies as strategic actors this volume address novel questions why and how do international bureaucrats deploy knowledge in policy making where does the knowledge they use come from and how can we retrace pathways between the origins of certain ideas and their

adoption by international administrations what kind of evidence do international bureaucrats resort to and with what implications which types of knowledge are seen as authoritative and why this volume makes a crucial contribution to our understanding of the way global policy agendas are shaped and propagated it will be of great interest to scholars policy makers and practitioners in the fields of public policy international relations global governance and international organizations

the book begins with a treatment of the role of science and the nature of theory and research a discussion of the early origins and history of organizational behavior follows this is the most comprehensive coverage of how organizational behavior emerged and grew it presents and evaluates the first generation theorists whose work began during the first 20 years the subject matter covered is motivation leadership and organizational decision making the institutional culture of organizational behavior is discussed and a vision for the future of the field is stated here the early history and the evidence from the theories are brought together in an effort to assess the identity of organizational behavior and where it might be headed

set aside trends to focus on the fundamentals of great leadership reframing organizations provides time tested guidance for more effective organizational leadership rooted in decades of social science research across multiple disciplines bolman and deal s four frame model has continued to evolve since its conception over 25 years ago this new sixth edition has been updated to include coverage of cross sector collaboration generational differences virtual environments globalization sustainability and communication across cultures the instructor s guide has been expanded to provide additional tools for the classroom including chapter summary tip sheets mini assessments bolman deal podcasts and more these recent revisions reflect the intersection of reader recommendations and the current leadership environment resulting in a renewed practicality and even greater alignment with everyday application combining the latest research from organizational theory organizational behavior psychology sociology political science and more the model detailed here provides real guidance for real leaders guide motivate and inspire your team s best performance as you learn to optimize group team and organizational structure build a positive collaborative dynamic across generations teams and sectors understand power and conflict amidst the internal and external political landscape shape your organization s culture and build a cohesive sense of spirit bolman and deal s four frame model has withstood the test of time because it offers an accessible compact and powerful set of ideas for navigating complexity and turbulence in today s business climate leadership trends come and go today s flash in the pan is tomorrow s obsolete strategy but a leadership framework built on a solid foundation will serve your organization well no matter what the future holds reframing organizations provides clear guidance and up to date insight for anyone facing the challenges of contemporary leadership

this volume is a readily accessible compilation of current original scholarly research in the area of power and influence in organizations it offers a rich exploration of emerging trends and new perspectives

this comprehensive text provides a detailed review and analysis of the building block theories in the macro organizational behavior field john miner has identified the key theories that any student or scholar needs to understand to be considered literate in the discipline each chapter includes the background of the theorist represented the context in which the theory arose the initial and subsequent theoretical statements research on the theory by the theory s author and others including meta analysis and reviews and practical applications special features including boxed summaries of each theory at the beginning of each chapter two introductory chapters on the scientific method and the development of knowledge and detailed comprehensive references help make this text especially useful for every student and scholar in the field

this book provides a detailed rationale for the creation of ombudsman offices suggestions for structuring and documenting an ombudsman program and how to address issues that arise in litigation a comprehensive presentation of various legal issues associated with organizational ombudsman programs and numerous examples of how ombudsmen function in their organizations to illustrate how they are effective in addressing issues that people would not otherwise raise

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