The Social Psychology of Organizations

Diagnosing Toxicity And Intervening In The Workplace

The Social Psychology of Organizations: Diagnosing Toxicity And Intervening In The Workplace

The Social Psychology of Organizations

Organizational Psychology of Mergers and Acquisitions provides a comprehensive perspective that helps you understand, empathise and protect the wellbeing of employees who experience mergers and acquisitions. This book gives a state-of-the-art review that crosses different subjects within psychology including psychobiology, neuroscience, social psychology, interpersonal relationships, and organizational psychology. This book discusses why many employees think of mergers or acquisitions as scary or threatening events, why negative emotions are prevalent, their psychobiological impact and how to assess employees’ emotional responses using a new toolkit. It helps readers learn what counts as good leadership, considering the role of charisma, personality, context and information processing abilities. This book includes the issue of organizational learning, and the relevance of occupational health and safety to due diligence about mergers and acquisitions through case studies about organizations sued for cancer or cancer-related mortality after a merger or acquisition. This book is mandatory reading for students, academics, and practitioners working with organizations experiencing a merger or an acquisition such as consultants, human resource professionals, psychologists, occupational health professionals, and employees involved in strategy, management, or people development.

The Sociology of Organizations

This ground-breaking book is the first to provide a comprehensive overview of how organizational psychology can be used to understand and improve performance in elite sport. Using recent theoretical advances from this burgeoning area of research, each chapter offers key conceptual issues and practical insights across a range of topics. The book is structured into four constituent parts, Attitudes and emotions in sports organizations, Stress and well-being in sports organizations, Behaviors in sports organizations, Environments in sports organizations. Covering key areas such as attitudes to employment, conflict and change management, leadership, and relationships with the mass media, the book shines a spotlight on how organizational issues play a fundamental role in the experience of individuals and teams. In an era of ever-increasing professionalism in sport, the book provides an invaluable new perspective on performance at the elite level. Including contributions from an international range of academics and practitioners, it will be essential reading for any student or practitioners within sport and exercise psychology.

The Social Psychology of Organizations

The Social Psychology of Inequality

The Organizational Psychology of Sport

Social Psychology and Organizations

Examines organizational change from the employee's perspective.

The Social Psychology of Organizations

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." 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.

The Social Psychology of Expertise

Giving a structured overview of the field of interorganizational relations, this handbook presents current thinking and research from international experts. It includes the study of strategic alliances, joint ventures, partnerships, networks and other forms of relationship between organizations.
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Written by four leading researchers in the study of prosocial behavior, this book introduces a new perspective on prosocial behavior for the 21st century. Building on the bystander intervention work that has defined this area since the 1960s, The Social Psychology of Prosocial Behavior examines prosocial behavior from a multilevel perspective that explores the diverse influences that promote actions for the benefit of others and the myriad ways that prosocial actions can be manifested. The authors expand the breadth of the field, incorporating analyses of biological and genetic factors that predispose individuals to be concerned for the well-being of others, as well as planned helping such as volunteering and organizational citizenship behavior and cooperative behavior within and between groups. They identify both the common and the unique processes that underlie the broad spectrum of prosocial behavior. Each chapter begins with a question about prosocial behavior and ends with a summary that answers the question. The final chapter summarizes the questions and the answers that research provides. Conceptual models that elaborate on and extend the multilevel approach to prosocial behavior are used to tie these findings together. The book concludes with suggestions for future research. The Social Psychology of Prosocial Behavior addresses the following: *the evolution of altruistic tendencies and other biological explanations of why humans are predisposed to be prosocial; *how the situation and motives that are elicited by these situations affect when and how people help; *the causes and maintenance of long-term helping, such as volunteering; *how prosocial behavior changes over time and the developmental processes responsible for these changes; *the consequences of helping for both the people who provide it and those who receive it; *helping and cooperation within and between groups and the implications of these actions. This accessible text is ideal for advanced courses on helping and altruism or prosocial behavior, taught in psychology, sociology, management, political science, and communication, or for anyone interested in learning more about prosocial behavior in general.

Business Psychology and Organizational Behaviour

Psychology in Organizations

Economic inequality has been of considerable interest to academics, citizens, and politicians worldwide for the past decade—and while economic inequality has attracted a considerable amount of research attention, it is only more recently that researchers have considered that economic inequality may have broader societal implications. However, while there is an increasingly clear picture of the varied ways in which economic inequality harms the fabric of society, there is a relatively poor understanding of the social psychological processes that are at work in unequal societies. This edited book aims to build on this emerging area of research by bringing together researchers who are at the forefront of this development and who can therefore provide timely insight to academics and practitioners who are grappling with the impact of economic inequality. This book will address questions relating to perceptions of inequality, mechanisms underlying effects of inequality, various consequences of inequality and the factors that contribute to the maintenance of inequality. The target audiences are students at advanced undergraduate or graduate level, as well as scholars and professionals in the field. The book fills a niche of both applied and practical relevance, strongly emphasizing theory and integration of different perspectives in social psychology. Given the broad interest in inequality within the social sciences, the book will be accessible to sociologists and political scientists as well as social, organizational, and developmental psychologists. The insights brought together in The Social Psychology of Inequality will contribute to a broader understanding of the far-reaching costs of inequality for the social health of a society and its citizens. *This edited volume brings together cutting-edge social psychological research addressing one of the most pressing issues of our times – economic inequality. Collectively, the chapters illuminate why inequality has negative effects on individuals and societies, when and for whom these negative effects are most likely to emerge, and the psychological mechanisms that maintain inequality. This comprehensive volume is an essential read for those interested in understanding and ameliorating inequality.* -Brenda Major, Distinguished Professor, Department of Psychological and Brain Sciences, University of California

Social Psychology and Justice

This book examines planning as the critical influence on performance at work and in organizations. Bridging theory and practice, it unites cutting-edge research findings from cognitive science, social psychology, industrial and organizational psychology, strategic management, and entrepreneurship, and describes the practical applications of these research findings for practitioners interested in improving planning and performance in organizations.

The Oxford Handbook of Inter-organizational Relations

This student-friendly introduction to the field focuses on understanding social and practical problems and developing intervention strategies to address them. Offering a balance of theory, research, and application, the updated Third Edition includes the latest research, as well as new, detailed examples of qualitative research throughout.

The Psychology of Conflict and Conflict Management in Organizations
The Social Psychology of Organizations

Identity and the Modern Organization presents a lively exchange of ideas among psychology and management scholars on the realities of modern organizational life and their effect on the identities that organizations and their members cultivate. This book bridges the domains of psychology and management to facilitate a multi-disciplinary, multi-level integration of theory and research on identity processes. The volume highlights answers to important questions raised by shifting organizational forms and arrangements, such as: How are identity processes affected by, and how do they affect, the motivations of individuals and organizations? How do identity and identification shape the social processes that unfold between individuals and groups? How do strong versus weak contexts affect identity processes as the boundaries of organizations and social categories within them become more permeable? An effective tool for understanding a wide variety of organizational phenomena, this book is intended for scholars and students in the fields of management, organizational theory, organizational behavior, social psychology, and industrial/organizational psychology.

Group Performance

The Psychology of Decision Making provides an overview of decision making as it relates to management, organizational behavior issues, and research. This engaging book examines the way individuals make decisions as well as how they form judgments privately and in the context of the organization. It also discusses the interplay of group and institutional dynamics and their effects upon the decisions made within and on the behalf of organizations.

The Social Psychology of Change Management

The Social Psychology of Expertise offers an integrative perspective to the analysis of experts and expertise in organizations, social roles, management, etc. It is the first book to link the psychology of expertise to sociology, particularly the sociology of professions. By examining the converging elements of both approaches and investigating the conditions of interactions with all types of experts, The Social Psychology of Expertise makes it possible to understand the market form of expert services. This book: *introduces the expert role approach—a new and encompassing view on the role of experts and how to use the experts’ expertise in organizations, financial markets, and environmental issues; *enhances a mutual understanding between the psychology of expertise and the sociology of professions for students, as well as scholars; *provides a helpful understanding of dealing with experts in the context of organizational behavior; *shows how we can make proper use of the experts’ expertise in management and planning; *demonstrates how the role of experts influences volatility in financial markets; and *defines the limits of human expertise in predicting climate change.

Applied Social Psychology

The authors present an insight into the social psychology of experience drawing upon a few classic works to help develop their argument. The significance of their ideas for developing a contemporary psychology of experience is illustrated with material from studies focused on setting at home and at work.

The Social Psychology of Procedural Justice

The Social Psychology of Prosocial Behavior

This ground-breaking new volume reviews and extends theory and research on the psychology of justice in social contexts, exploring the dynamics of fairness judgments and their consequences. Perceptions of fairness, and the factors that cause and are caused by fairness perceptions, have long been an important part of social psychology. Featuring work from leading scholars on psychological processes involved in reactions to fairness, as well as the applications of research to government institutions, policing, medical care and the development of radical and extremist behavior, the book expertly brings together two traditionally distinct branches of social psychology: social cognition and interpersonal relations. Examining how people judge whether the treatment they experience from others is fair and how this effects their attitudes and behaviors, this essential collection draws on theory and research from multiple disciplines as it explores the dynamics of fairness judgments and their consequences.

The Social Psychology of Experience

Work organizations are a major site of gender politics for professional women and men, and although there are more women in senior positions than ever before, these increased opportunities have not been gained without psychological consequences. Evidence-based and theoretically driven, the new edition of Gender, Power and Organization raises important questions about gender and power in the workplace, and the psychology of women's advancement. Twenty years on from the first edition, it re-examines gender relations at work and asks why, despite many years of feminist critique and action, we are able to understand the dynamics of the workplace but fail to make them more representative. The struggles women face in professional and public life remain intense, not least because many men experience an increasing sense of threat to their long-term aspirations and professional positions. Using examples from recent research and the author's own consultancy experience, this important volume offers a fresh exploration of the psychology of gender and power at work, from the development of gender identities and roles, to explanations of bullying and sexual harassment in the organization. It offers an accessible survey of the subject for professional managers and students of leadership, psychology, management, sociology, gender, and women's studies.

The Psychology of Decision Making

Changes are rarely accomplished by individuals. People are social animals and changes are social processes which have to be organized. Social psychology is essential for the effectiveness and development of the field of change management. It is necessary to understand people in change processes. Social psychology also teaches us that meaning is key during change and intervention. Social psychology makes change management comprehensible to people and allows them to consider their actions in groups and the organization on their merits. They may seem obvious and self-evident, but practice and science, as well as the popular change management literature, show that it is not. Drawing on the field of social psychology and based on primary
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Organizations Diagnosing Toxicity And Intervening In The Workplace

Practice and politics of leadership. The book will appeal to academics, practitioners and students in social and organizational sciences.

Social Psychology of the Work Organization (RLE: Organizations)

The psychological aspects of social structure and behavior in large-scale organizations are viewed from the perspective of the open-system theory.

Social Psychology of Dress

‘Psychology in Organizations’ presents an approach to organizational behaviour based on the premise that all aspects of organizational life are affected by people’s social ties and group affiliations. This second edition includes a new chapter on stress, with the text presented in a student-friendly format.

The Psychology of Behaviour at Work

Originally published in 1990, this title presents work that bridges social psychology and organizations. The primary goal is understanding, but that goal has two opposite sides: understanding organizations by bringing to bear the concepts and methods of social psychology (along with other social sciences), and understanding and developing social psychology by confronting it with the phenomena of actual organizational life. As such the authors break down some traditional stereotypical barriers between the academic world and the business world, between theoretical and applied research, between laboratory and field, and between various academic sub-disciplines. The result is a series of challenging forays into new research domains from which provocative ideas and provocative phenomena emerge.

The Social Psychology of Gender

This book is one of the first to provide an overview of recent developments in social psychological theory as it applies to organizational issues. It brings together outstanding scholars whose research touches the interfaces of social psychology, IO psychology and organizational behavior. Social psychology deals with social interactions between individuals and groups. As individuals populate, run, and confuse organizations, analyzing individual behavior and interpersonal interactions is critical for understanding organizational effectiveness and success, as well as individual satisfaction and well-being. The chapters in this volume address the critical topics for current and future organizational life such as prosocial and antisocial behavior, ethics, trust, creativity, diversity, stress, conflict, power and leadership and many more.

The Social Psychology of Organizing

The focus of this collection is on micro-organizational behavior, which has almost uniquely been influenced by social psychology. Topics covered include the science of organizational behavior, decision making, negotiation & social dilemmas, groups & teams, procedural justice, relationships & trust.

Green Organizations

People interact and perform in group settings in all areas of life. Organizations and businesses are increasingly structuring work around groups and teams. Every day, we work in groups such as families, friendship groups, societies and sports teams, to make decisions and plans, solve problems, perform physical tasks, generate creative ideas, and more. Group Performance outlines the current status of social psychological theories and findings concerning the performance of groups. It explores the basic theories surrounding group interaction and development and investigates how groups affect their members. Bernard A. Nijstad discusses these issues in relation to the many different tasks that groups may perform, including physical tasks, idea generation and brainstorming, decision-making, problem-solving, and making judgments and estimates. Finally, the book closes with an in-depth discussion of teamwork and the context in which groups interact and perform. Offering an integrated approach, with particular emphasis on the interplay between group members, the group task, interaction processes and context, this book provides a state-of-the-art overview of social psychological theory and research. It will be highly valuable to undergraduates, graduates and researchers in social psychology, organizational behavior and business.

The Social Psychology of Organizations. 2. Ed

Winner of the University of San Diego Outstanding Leadership Book Award 2012! Shortlisted for the British Psychological Society Book Award 2011! Shortlisted for the British Psychological Society Book Award 2011–2012!

According to John Adair, the most important word in the leader’s vocabulary is “we” and the least important word is “I”. But if this is true, it raises one important question: why do psychological analyses of leadership always focus on the leader as an individual – and never great “I”? One answer is that theorists and practitioners have never properly understood the psychology of “we-ness.” This book fills this gap by presenting a new psychology of leadership that is the result of two decades of research inspired by social identity and self-categorization theories. The book argues that to succeed, leaders need to create, champion, and embed a group identity in order to cultivate an understanding of “us” of which they themselves are representative. It also shows how, by doing this, they can make a material difference to the groups, organizations, and societies that they lead. Written in an accessible and engaging style, the book examines a range of central theoretical and practical issues, including the nature of group identity, the basis of authority and legitimacy, the dynamics of justice and fairness, the determinants of followership and charisma, and the practice and politics of leadership. The book will appeal to academics, practitioners and students in social and organizational sciences.
Identity and the Modern Organization

Gender relations are rife with contradictions and complexities. Exploring the full range of gender issues, this book offers a fresh perspective on everyday experiences of gender; the explicit and implicit attitudes that underlie beliefs about gender differences, and the consequences for our thoughts, feelings, and behavior. Many real-world examples illustrate how the unique interdependence of men and women—coupled with pervasive power imbalances—shapes interactions in romantic relationships and the workplace. In the process, the authors shed new light on the challenges facing those who strive for gender parity. This ideal student text takes readers to the cutting edge of gender theory and research.

Applied Social Psychology and Organizational Settings

Business Psychology and Organizational Behaviour introduces principles and concepts in psychology and organizational behaviour with a focus on real-life applications. Well organized and clearly written, it draws on a sound theoretical and applied base, and utilizes real-life examples, theories, and research findings of relevance to the world of business and work. The new edition of this best-selling textbook has been revised and updated with expanded and new material, including: proactive personality and situational theory in personality; theory of purposeful work behaviour; emotional and social anxiety in communication; decision biases and errors; and right brain activity and creativity, to name a few. There are numerous helpful features such as learning outcomes, chapter summaries, review questions, a glossary, and a comprehensive bibliography. Illustrations of practice and relevant theory and research also take the reader through individual, group, and organizational perspectives. This is an essential textbook for undergraduates and postgraduates studying psychology and organizational behaviour. What is more, it can be profitably used on degree, diploma, professional, and short courses. It's also likely to be of interest to the reflective practitioner in work organizations.

Gender, Power and Organization

This comprehensive textbook adopts a psychological perspective to take a fresh look at organisational behaviour. It is a suitable text for accompanying undergraduate psychology courses, providing both the necessary grounding for the student and a realistic basis for those who wish to contextualize these issues in their career development. Human resource management should also find this book of interest. Using a series of boxed illustrations and tables to enhance the text, the author presents the basic tools for understanding organisational psychology and helps readers to understand and grapple with the issues faced by researchers in the field. Special sections are provided on research, human resources and cross-culturalism at the end of each chapter. Key Features:

* A comprehensive, up-to-date and integrated introduction to organizational psychology for students
* The author is both a gifted educator/author and a leading researcher in the field
* Abundant student exercises and summary tales

Industrial Labour and Politics: the Labour Movement in Eastern Australia, 1900-1921

We dedicate this book to John Thibaut. He was mentor and personal friend to one of us, and his work had a profound intellectual influence on both of us. We were both strongly influenced by Thibaut’s insightful articulation of the importance to psychology of the concept of procedural justice and his empirical work with Laurens Walker in reactions to legal institutions demonstrating the role of procedural justice. The great importance we accord the Thibaut and Walker work is evident throughout this volume. If anyone person can be said to have created an entire field of inquiry, John Thibaut created the psychological study of procedural justice. (To honor Thibaut thus in no sense reduces our recognition of the contributions of his co-worker, Laurens Walker, in the construction of the field. We are proud of our collaboration with Walker who would endorse our statement that he, with characteristic modesty, would demur from it.) Even to praise Thibaut in this fashion falls short of recognizing all of his contributions to procedural justice. Not only did he initiate the psychological study of the topic, he also built much of the intellectual foundation upon which the study of procedural justice rests. Thibaut’s work with Harold Kelley (1959; Kelley & Thibaut, 1978) created a social psychological theory of interdependence that, among many other applications, serves as the basis for one of the major models of the psychology of procedural justice.

The Social Psychology of Organizations

This volume in SIOP’s Organizational Frontiers Series is a state-of-the-art overview of contemporary conflict research which aims to place conflict research and theory squarely within the realm of industrial and organizational psychology. This volume brings together and integrates classic and contemporary insight in conflict origins, conflict processes, and conflict consequences. In addition, it stimulates modeling conflict at work at relevant levels of analyses: the interpersonal and group, and the organizational. It is appropriate for scholars and practitioners in the areas of industrial-organizational psychology, human resource management, organizational behavior, applied psychology, and social psychology.

Organizational Psychology of Mergers and Acquisitions

The Social Psychology of Organizations

Healthy and successful organizations require the people who work within them to be happy, resilient and creative. Just as a human body is undermined if it suffers from sickness, so an organization can only function fully if the people who work within it feel engagement and well-being, and any toxic influences which shape or burden their working lives are resolved. This important new title provides a much-needed overview not only of what it means for an organization to be weakened by pervasive psychological influences within the working environment, but also how this dysfunction can be addressed through psychological interventions. The book is split into three core sections: Toxicity and Dysfunction in the workplace, outlining structural, behavioural, emotional and cognitive sources of toxicity that undermine organizations; Principles of the healthy workplace, outlining core concepts of belonging, contribution and meaning from which organizations in turn benefit; Creating the healthy workplace, outlining a range of approaches to addressing organizational toxicity, including design thinking, positive psychology, and evidence-based approaches. Written by a practicing organizational psychologist, and including case studies to illustrate how toxicity at the micro level can impact upon wider organizational goals, the book draws on a wide range of literature to provide an accessible, focused understanding of how the individual psychological experiences of working people can have wider consequences for an organization, and how interventions within that process can address these issues. It is ideal reading for
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The Social Psychology of Organizations

This book is a landmark in showing how industrial-organizational psychology and related fields contribute to environmental sustainability in organizations. Industrial-organizational psychology embraces a scientist/practitioner model: evidence-based best practice to solve real-world issues. The contributors to this book are experts in science and practice, demonstrating the ways in which human-organization interactions can drive change to produce environmentally beneficial outcomes. Overall, the authors address cogent issues and provide specific examples of how industrial-organizational psychology can guide interventions that support and maintain environmentally sound practices in organizations. Green Organizations can be used as a general reference for researchers, in courses on sustainable business, corporate social responsibility, ethical management practices and social entrepreneurship. The book will provide an excellent overview for anyone interested in sustainability in organizations, and will serve as a valuable guide to industrial-organizational psychology and management professionals.

The Social Psychology of Organizational Behavior

The New Psychology of Leadership

The Psychology of Planning in Organizations

This book discusses social psychological research in organizations and illustrates the implications of this research for organizational theory and practice. The book focuses on the relationship of man to the organization in which he works, his sense of satisfaction, involvement, feelings of identification or loyalty, conflicts, and tensions – as well as his effort in support of, or opposition to, the formally defined goals of the organization.

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