

Managing With Power Politics And Influence In Organizations

Jeffrey Pfeffer

Managing With Power Leadership Power and Influence Power and Influence in Organizations Power and Influence in Organizations Organizational Reliability Organizational Influence Processes International Encyclopedia of Organization Studies A Subsystem Approach to the Measurement of Influence in Organizations Brotherhood of Locomotive Engineer's Monthly Journal Recent Developments in Recruitment and Selection Influence Without Authority Leadership and Politics Work of Electricity in Nature ... Proceedings of the ... Annual Congress of the International Association of Shorthand Writers Annual Report of the Secretary of the State Board of Agriculture ... and ... Annual Report of the Experimental Station ... Journal of management Organizational Influence Processes Organizational Behavior Organizational Behavior Jeffrey Pfeffer Robert P. Vecchio Kathleen L. McGinn Roderick M. Kramer Roderick Moreland Kramer Katarzyna Tworek Lyman W. Porter Stewart Clegg Michael K. Moch Kristina Potočník Allan R. Cohen Bryan D. Jones Harry B. Philbrook International Association of Shorthand Writers. Congress Michigan. State Board of Agriculture Southern Management Association Hugh J. Arnold Walter Jack Duncan

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Organizational Behavior Organizational Behavior *Jeffrey Pfeffer Robert P. Vecchio Kathleen L. McGinn Roderick M.
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although much as 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

this book provides an exploration of emerging trends and new perspectives on power and influence in organizations each contributor provides an overview of general trends and thoughts about the direction of future research topics examined include manipulation of employee perceptions and values links between power and accountability sharing power the effects of gender on power and influence illusions of influence and impression management

this volume is a readily accessible compilation of current original research in the area of power and influence in

organizations power and influence in organizations offers a rich exploration of emerging trends and new perspectives contributors include leading scholars in organizational behavior and theory and major contemporary intellectual pioneers in research on power and influence including samuel b bacharach robert cialdini edward j lawler and jeffrey pfeffer each contributor provides insight into his or her own research an overview of general trends and thoughts about the direction of future research topics examined include manipulation of employee perceptions and values the links between power and accountability sharing power the effects of gender on power and influence illusions of influence and impression management advanced students and scholars in organizational behavior social influence power and politics conflict management and institutional politics will find power and influence in organizations stimulating and a useful roadmap to present and future research

this book explores the identified research gap and new field of study of organizational reliability it develops a definition and theoretical internal structure of the notion of organizational reliability as well as a theoretical background describing the structure of its three pillars and it showcases a set of organizational solutions dedicated for the enhancement of organizational reliability the book explores the idea that there are new capabilities needed in every organization reliability capabilities aiming at enhancing and sustaining the reliability of entire organizations and reliability of management information technology and human resources the reliability capabilities are understood as the abilities to anticipate and explore potential and occurring hazards prevent and resolve disruptions and learn from the problems in order to maintain a proper organizational performance in both normal and abnormal situations based on these three pillars the book concerns the issue of various organizational solutions in order to indicate a set of them which supports obtaining and maintaining organizational reliability the book is recommended reading for researchers academics and students in the fields of management and entrepreneurs trying to boost the reliability of their organizations

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

describing the field spanning individual organisation societal and cultural perspectives in a cross disciplinary manner this is the premier reference tool for students lecturers academics and practitioners to gather knowledge about a range of important topics from the perspective of organisation studies

this book brings together top recruitment and selection scholars to discuss recent challenges in employee recruitment and selection underpinned by research evidence from different european countries broadly speaking recruitment and selection are concerned with attracting qualified candidates to apply for available jobs and selecting the best ones from the pool of available candidates as such they are critical to any business numerous toolkits and best practice guides exist to help recruiters navigate different stages of recruitment and selection however traditional recruitment and selection practices should be adjusted to respond to diverse challenges in the current and future world of work related with increased volatility uncertainty complexity and ambiguity specific examples of these challenges are related with the accelerated use of technology and artificial intelligence as well as more flexible work practices such as hybrid and platform based work the chapters in this volume cover the use of technology and gamification applicant discrimination and stigmatization and applicant reactions to technology mediated selection methods among others this book is the ideal text for students scholars and researchers of hrm business and management and organizational psychology it will also interest practitioners and professionals in the field the chapters in this book were originally published as a special issue of european journal of work and

organizational psychology

get what you need to achieve your objectives and produce results influence without authority is the classic guide to getting what you need from people you don't control getting things done requires collaboration and convincing others to contribute requires political skill this book introduces the exchange model in which you get what you need by offering something of value in return the key lies in knowing what the other person values that's their currency and it's your immediate tool for coaxing their cooperation this model has been proven over decades as organizations around the world have turned away from frustration and resignation toward collaboration and results this book shows you how to implement the exchange model at the personal team and organizational level to raise the bar for performance and leadership this new third edition has been updated reflect the changing face of the workplace and includes new examples and information on geographically dispersed virtual teams supplementary materials facilitate classroom and training use with discussions role play videos and other ancillaries that deepen understanding and promote practical application get what you need from the people who have it through mutual exchange think in terms of interest and pinpoint the currencies other people trade in apply the exchange model across entire organizations to lead major change learn practical real world strategies for influencing those you do not control the ability to influence those not under your authority is becoming ever more valuable organizations are flattening and outside contractors are taking on larger roles than ever before getting results now means lateral cooperation often across borders time zones organizations and more influence without authority provides a proven model for success in this new environment with expert guidance for real world application

in twelve essays influential scholars in political science explore the meaning of political leadership from the kaleidoscopic perspectives of the leaders institutions goals procedures problems and traditions involved the approaches as varied as the subject itself coalesce around the central question of how leaders interact with transform or are controlled by the organizations they lead

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