The Paradox Of Intragroup Conflict A Meta Analysis

Social intelligence is defined as the ability to be aware of relevant social situational contexts; to deal with the contexts or challenges effectively; to understand others' concerns, feelings, and emotional states; and to interact appropriately in social situations and build and maintain positive relationships with others. Intelligence, Sustainability, and Strategic Issues in Management analytically discusses this concept within administrative and entrepreneurial managerial business environments.The volume opens with a study of academic department chairs' social intelligence and faculty members' satisfaction with annual evaluation of teaching and research at a US university. The seven other articles cover a range of topics, including a neurocognitive model of entrepreneurial opportunity, ownership dilution, sustainability in inventory management, the role of status in imitative behaviour, the negative impacts of embeddedness, product quality failures in international sourcing, and employers' use of social media in employment decisions.In addition to the articles, the volume also features a case study, "From Social Entrepreneur to Social Enterprise," a research note, "Reducing Job Burnout through Effective Conflict Management Strategy," five book reviews, and a list of books received.
"Welcome to this sixth book in the Wiley Blackwell Industrial and Organisational Psychology series. This title in the series focus is on teams and collaborative processes at work and builds on the previous five titles in the series on leadership and change, coaching and mentoring, training and development, health and safety and positive psychology. Collaboration has for centuries been a key feature of success for any enterprise. Since the industrial revolution and rise of large-scale manufacturing of the nineteenth century, through to the development of global corporations of the twenty first century, team working and collaboration both within and across the organisation boundary is essential. Teams are the only way NASA, Google or IKEA can operate to deliver their products, services or mission. Understanding how to recruit, develop and manage teams is what this book is all about. This title is however just one of eight books in this Series totally over 200 chapters and 2 million words on Industrial and Organisational Psychology, and we believe this is the largest single contribution to the field. We believe this series differs in four ways from other titles in the field"--
This book offers practical, evidence-based solutions to help professionals implement and support effective teamwork. Lantz, Ulber and Friedrich draw on their considerable professional experience to present common problems in team-based organizations, what empirical research tells us the causes are and which solutions are more effective in overcoming team-based obstacles. In The Problems with Teamwork, and How to Solve Them, nine common problems are identified, ranging from lack of leadership and adaptability to conflict and cohesiveness, accompanied by clear instructions on how to approach and

resolve the individual issues. Detailed case studies are presented throughout the book, demonstrating how theory can be applied to real-life situations to produce optimal results for both the team and the larger organisation. By combining theory and practice, and using state-of-the-art research, the book constructs a cognitive map for identifying problem causes and effect, and step-by-step instructions on how to solve problems. This is essential reading for anyone working in team-based organizations, as well as students and academics in related areas such as organizational psychology and organizational behaviour. Creating High Performance Teams is an accessible and thorough new introduction to this key area of business education. Written by teams experts Ray Aldag and Loren Kuzuhara, this book provides students with both a firm grounding in the key concepts of the field and the practical tools to become successful team managers and members. Built on a solid foundation of the most up to date research and theory, chapters are packed with case studies, real-world examples, tasks and discussion questions, while a companion website supports the book with a wealth of useful resources for students, team members, and instructors. Centered around an original model for high performance teams, topics covered include: Building and developing effective teams Managing diversity Effective communication Team processes – meetings, performance management Dealing with change and team problems Current issues – virtual teams, globalization With its combined emphasis on principles and application, interwoven with the tools, topics, and teams most relevant today, Creating High Performance Teams is perfectly placed to equip upper-level undergraduate and MBA students with the knowledge and skills necessary to take on teams in any situation.

Boards of directors are complex systems, and it is imperative to understand what the contextual forces are that shape the direction and make-up of boards. This Research Handbook provides inspiration for researchers and practitioners interested in the manifold dimensions and facets of context surrounding boards of directors.

The aim of Comprehensive Applied Sport Psychology (CASP) is to challenge our field to look beyond its current status and propel applied sport psychology and mental training forward and outward with a broad and multi-layered examination of everything psychological, emotionally, and socially that the athletic community contends with in pursuit of athletic success and that sport psychologists and mental trainers do in their professional capacities. Comprehensive Applied Sport Psychology is the first professional book aimed at offering a truly expansive and deep exploration of just about everything that applied sport psychologists, consultants and mental trainers do in their work. CASP plumbs the depths of the athletic mind including attitudes, psychological and emotional obstacles, mental "muscles" and mental "tools," quality of sport training, the health and well-being of athletes, and other areas that are essential to athletic success. This new volume examines not only the many ways that consultants impact athletes, but

also explores their work with coaches, teams, parents, and interdisciplinary groups such as sports medicine team and sports management. The book is grounded in both the latest theory and research, thus making it a valuable part of graduate training in applied sport psychology, as well as a practical resource for consultants who work directly with athletes, coaches, teams, and parents. The goal of CASP, in collaboration with dozens of the leading minds in the field, is to create the definitive guide to what applied sport psychology and mental training are and do.

The nature of human resource development (HRD) has been, and remains, a contested topic – the debate was sparked in part by Monica Lee's seminal 2001 paper which refused to define the discipline of HRD, but has been accentuated by increasing globalization, political unrest, inequality and the erosion of boundaries. Should HRD now be seen as more than 'training,' or a sub-function of large western bureaucracy? This book represents a very wide view of HRD: that it is at the core of our 'selves' and our relationships, and that we continually co-create ourselves, our organisations and societies. These ideas are hung upon a model of Holistic Agency, and supported from sources as diverse as evolutionary psychology, science fiction, the challenges of transitional economies, and the structural uncertainties of contemporary society. Examining the tensions between self and other, agency and structure, the book draws inspiration from an almost-autoethnographic approach. This yields a text that is personal, entertaining, and easier to read than many academic tomes – yet considers the depth and development of the human condition, and locates HRD within that.

This is a comprehensive guide using People Models to understand and resolve conflict at different levels of the organization. It starts at the inter-organizational level explaining conflict between organizations that are involved in mergers and acquisitions. It looks at this kind of conflict not from the point of view of a business and economic rationale but from the point of view of there being a relationship between the two organizations. Here, this relationship is described by a People Model which outlines three different relationship types. In the subsequent chapters we look at the organizational level; first at structural conflict and then at team conflict. In each chapter there is a People Model to explain and resolve conflict. Structural conflict is explained by the Myers Briggs Type Indicator (MBTI) and team conflict is explained by the Schutz model of Inclusion, Control and Openness. In the next chapter the conflict is explained in terms of Gestalt psychology and looks at interpersonal conflict. Carl Jung is then used to explore inner conflict; followed by a chapter on existential conflict exploring conflict in terms of how you live a life. The final chapter is focused on the applications of the People Models analysing Donald Trump and Tony Blair. Following through the entire book is a step-by-step procedure called a People Procedure, which is contrasted with a Business Procedure. The former guides you through a process to unravel and resolve conflict.

The scientific analysis of design thinking continues to burgeon and is of considerable interest to academic scholars and design practitioners across many disciplines. This research tradition has generated a growing corpus of studies concerning how designers think during the creation of innovative products, although less focus has been given to analysing how designers think when creating less tangible deliverables such as concepts and user-insights. Analysing Design Thinking: Studies of Cross-Cultural Co-Creation brings together 28 contributions from internationally-leading academics with a shared interest in design thinking who take a close look at professional designers working on a project that not only involves soft deliverables, but where a central role is played by co-creation across multiple, culturally diverse stakeholders. This collection of detailed, multi-method analyses gives a unique insight into how a Scandinavian design team tackled a specific design task within the automotive industry over a four-month design process. All papers draw upon a common, video-based dataset and report analyses that link together a diversity of academic disciplines including psychology, anthropology, linguistics, philosophy, architecture, management, engineering and design studies. The dataset affords multiple entry points into the analysis of design thinking, with the selected papers demonstrating the application of a wide range of analytic techniques that generate distinct yet complementary insights. Collectively these papers provide a coherent framework for analysing and interpreting design thinking 'in vivo' through video-based field studies.

This book reviews research on creative growth across the lifespan and modalities in creative facilitation for researchers and practitioners.

This volume is focused on the social intelligence (SI) of leaders. SI is generally defined as the ability to be aware of relevant social situational contexts; to deal with the contexts or challenges effectively; to understand others' concerns, feelings, and emotional states; and to interact appropriately in social situations and build and maintain positive relationships with others. Beginning with a cross-cultural study of the social intelligence of leaders in the United States, the United Kingdom, Scotland, Hong Kong, and Thailand, the work moves on to discuss the influence of SI on creative performance. The findings of the study show that leaders' SI was positively associated with their creative performance in each of the five countries. Other contributions cover topics relating to SI such as social connection and executive compassion. In addition, the volume also features five book reviews, a list of books received, and a detailed case study, titled "Program Management for Global Software Development: A Case Study of the Windows Embedded Automotive Team" by Paul Gratton. The work will be of use to those studying business, management, and economics.

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. Contact your SAGE representative to request a demo. Digital Option / Courseware SAGE Vantage is an intuitive digital platform that delivers this text's content and course materials in a learning experience that offers auto-graded assignments and interactive multimedia tools, all carefully designed to ignite student engagement and drive critical thinking. Built with you and your students in mind, it offers simple course set-up and enables students to better prepare for class. Assignable Video with Assessment Assignable video (available with SAGE Vantage) is tied to learning objectives and curated exclusively for this text to bring concepts to life. LMS Cartridge (formerly known as SAGE Coursepacks): Import this title's instructor resources into your school's learning management system (LMS) and save time. Don't use an LMS? You can still access all of the same online resources for this title via the password-protected Instructor Resource Site. Learn more.

This book focuses on the impact of information and communication technologies (ICTs) on organizations and society as a whole. Specifically, it examines how such technologies improve our lives and facilitate our work. A main aspect explored is how actors understand the potential of ICTs to support organizational activities and hence, how they adopt and adapt these technologies to achieve their goals. The book collects papers on various areas of organizational strategy, e.g. new business models, competitive strategies, knowledge management and more. The main areas dealt with are new technologies for a better life, innovations for e-government, and technologies enhancing enterprise modeling. In addition, the book addresses how organizations impact society through sustainable development and social responsibility, and how ICTs employ social media networks in the process of value co-creation.

Becoming an Organizational Scholar: Navigating the Academic Odyssey covers reflective, personal stories of prolific, top scholars under the age of 45, with academic success gained across 17 different European and North and South American countries at 31 higher education institutions. The editors present the idea of a unique or authentic scholar, presenting an overview of academic success factors and common career development obstacles while offering possible coping mechanisms.

This book is intended for students, leaders and managers who wish to explore the personal relevance and conceptual bases of educational leadership and organizational management and to develop their expertise in this field. It is a

book written for both scholars and practitioners. The general public will also appreciate the accessible language in the book. There are two goals in the experiential learning process. One is to learn the specifics of a particular subject matter, in this case, educational leadership and organizational management. The other is to learn about one's own strengths and weaknesses as a learner. This book is focused on the analysis of prevalent theories and concepts and their application to the development of leadership and management skills, and the knowledge and attitudes required to solve real world problems in the workplace. For decades, students have focused their studies of educational leadership and organizational management theories in classroom settings without actual opportunities to apply these theories in the workplace. A profound and significant lesson learned in history is that we must follow the principle of integrating theory with practice (unity of theory with practice). Then, we can follow the policy of walking on two legs, an analogy made by the late Chinese chairman, Mao Ze Dong.

Concise, practical, and research-based, Essentials of Organizational Behavior equips students with the necessary skills to become effective leaders and managers. Best-selling author Terri A. Scandura uses an evidence-based approach to introduce students to models proven to enhance the well-being, motivation, and productivity of people in the workplace. Experiential exercises and a variety of real-world cases and examples provide students with ample opportunity to apply OB concepts and hone their critical thinking. The Third Edition includes new "What?s #Trending in OB?" boxes on timely topics such as social media addiction and virtual work teams during the COVID-19 pandemic; new case studies on important issues such as American Airlines? anti-discrimination protections for LGBTQ workers; and the latest research on topics such as grit and inclusive leadership. This title is accompanied by a complete teaching and learning package. Contact your SAGE representative to request a demo. Digital Option / Courseware SAGE Vantage is an intuitive digital platform that delivers this text's content and course materials in a learning experience that offers auto-graded assignments and interactive multimedia tools, all carefully designed to ignite student engagement and drive critical thinking. Built with you and your students in mind, it offers simple course set-up and enables students to better prepare for class. Learn more. Assignable Video with Assessment Assignable video (available with SAGE Vantage) is tied to learning objectives and curated exclusively for this text to bring concepts to life. Watch a sample video now. Assignable Self-Assessments Assignable self-assessments (available with SAGE Vantage) help students understand their own management style and strengths. Learn more. LMS Cartridge: Import this title's instructor resources into your school's learning management system (LMS) and save time. Don't use an LMS? You can still access all of the same online resources for this title via the password-protected Instructor Resource Site. Learn more.

This unique book draws together current thoughts and research in conflict

management. Specifically, it brings a wealth of knowledge from authorities in the field on emerging issues such as power in conflict, cognition and emotions in conflict, leading

Organizational Behavior concisely covers the essential theories and concepts students need to understand about behavior in organizational settings in the twenty-first century. Readers interested in management will find insight into into their own behavior and the behavior of others to help them perform effectively in organizations. Champoux has carefully selected the topics and built them into frameworks useful for explaining, analyzing, and diagnosing organizational processes. Covering both micro and macro perspectives on organizational behavior, the book includes new topics on leadership styles, generational differences, and technology in the workplace as well as plenty of examples to help students understand the application of various concepts and theories. Upper-level students of organizational behavior will find the book a useful explanation of managerial and organizational situations. A companion website, featuring instructor manual, test bank, and PowerPoint slides, provides additional support for students and instructors.

This edited volume presents examples of social science research projects that employ new methods of quantitative analysis and mathematical modeling of social processes. This book presents the fascinating areas of empirical and theoretical investigations that use formal mathematics in a way that is accessible for individuals lacking extensive expertise but still desiring to expand their scope of research methodology and add to their data analysis toolbox. Mathematical Modeling of Social Relationships professes how mathematical modeling can help us understand the fundamental, compelling, and yet sometimes complicated concepts that arise in the social sciences. This volume will appeal to upper-level students and researchers in a broad area of fields within the social sciences, as well as the disciplines of social psychology, complex systems, and applied mathematics.

This book constitutes the proceedings of the 20th Collaboration Researchers' International Working Group Conference on Collaboration and Technology, held in Santiago, Chile, in September 2014. The 16 revised papers presented together with 18 progress papers and 3 invited talks were carefully reviewed and selected from 49 submissions. The papers published in proceedings of this year's and past CRIWG conferences reflect the trends in collaborative computing research and its evolution. There was a growing interest in social networks analysis, crowdsourcing and computer support for large communities in general. A special research topic which has been traditionally present in the CRIWG proceedings has been collaborative learning.

Part of the "Research on Managing Groups and Teams" series, this title examines the particular challenges, opportunities, and dynamics that confront groups engaged in negotiation. It is of interest to readers and scholars from management, psychology, sociology, communications, law, political science, and public policy.

Organizations today are increasingly using projects in their daily activities. Projects and project-management principles frame goal attainment in academia and many business sectors, and they even serve as theoretical footing for organizational-change endeavors. However, the ubiquity of project management does not mean that project work, project teams, and the ways organizations use projects are well understood. Moreover, while project-management theory and practice aim at providing structure and

control to enable successful project completion, an alarmingly high percentage of projects struggle or fail. As the authors of The Psychology and Management of Project Teams explain, this is in part because projects are still mostly managed as technical systems rather than behavioral systems. Even though project-management researchers have become increasingly interested in factors that may have an impact on project-management effectiveness, their efforts fall short of addressing the "human factor." And, unfortunately, many project-management scholars are largely unaware of the I/O psychology literature--relying, for example, on outdated models of motivation and team development. On the other side, I/O psychologists who research groups and teams often ignore the contextual influences--such as business sector, project type, placement in the organizational hierarchy, and project phase and maturity--that have a crucial impact on how a project will unfold. In this volume, a cross-disciplinary set of editors will bring together perspectives from leading I/O psychology and project-management scholars. The volume will include comprehensive coverage of team selection, development, learning, motivation, and communication; conflict management and well-being; leadership; diversity; performance from a multi-level perspective; and career development. In the concluding chapter, a research agenda will provide a roadmap for an integrated approach to the study of project teams.

Organizational justice – the perception of workplace fairness – can bring important benefits not only to the health and well-being of individual employees but also to the productivity of organizations themselves. This timely new collection, with contributions from leading researchers from around the world, considers organizational justice in an era when globalization has resulted in rapid organizational change, greater job insecurity, and increasing worker stress. Both comprehensive and cutting edge, the book initially considers what we mean by organizational justice in its relationship to self-interest, social identity, and personal moral codes. But moving beyond the perceptions of individuals, the book also reflects the increasing interest in the roles of teammates and leaders in creating organizational justice. There follow chapters on the negative results of perceived injustice, specifically around physical and mental employee health, as well as its deleterious impact on organizational productivity. Providing a definitive, state-of-the-art overview of the field, the book not only clarifies the key concepts and ideas that inform organizational justice but also explores their importance for today's organizations, managers, and employees. Including a final section that both suggests new areas for research and critically reflects on the field itself, this will be essential reading for researchers and students across business and management, organizational studies, HRM, and organizational and work psychology.

Negotiating Globally gives managers a basic reference for learning how to negotiate successfully across boundaries of national culture. Rather than centering on country-specific protocol and customs, this third edition of the popular book provides a general framework to help negotiators anticipate and manage cultural differences. This new edition will have thoroughly updated cases and examples to reflect the global and cultural changes since the second edition was published

Reframing Resolution provides an original, accessible and critical point of reference for students, practitioners and scholars interested in the management of workplace conflict. Drawing on contemporary empirical evidence from the UK, USA, Ireland and Australia, the book explores the front-line challenges facing

organizations and individuals in addressing and responding to conflict. In particular, it examines the extent to which conflict management is treated as a strategic issue and discusses the development of mediation and its impact on employment relations culture, the experiences of participants in mediation and the relationship between ADR and workplace justice. Crucially, the book also assesses key innovations in the management of workplace conflict, and discusses the future potential of more integrated and systemic approaches. Managing Interpersonal Conflict is a systematic review of conflict research in legal, institutional and relational contexts. Each chapter represents a summary of the existing quantitative social science research using meta-analysis, with contexts ranging from jury selection to peer mediation to homophobia reduction. The contributors provide connections between cutting-edge scholarship about abstract theoretical arguments, the needs of instructional and training pedagogy, and practical applications of information. The meta-analysis approach produces a unique informational resource, offering answers to key research questions addressing conflict. This volume serves as an invaluable resource for studying conflict, mediation, negotiation and facilitation in coursework; implementing and planning training programs; designing interventions; creating workshops; and conducting studies of conflict.

Conflict is inherent in virtually every aspect of human relations, from sport to parliamentary democracy, from fashion in the arts to paradigmatic challenges in the sciences, and from economic activity to intimate relationships. Yet, it can become among the most serious social problems humans face when it loses its constructive features and becomes protracted over time with no obvious means of resolution. This book addresses the subject of intractable social conflict from a new vantage point. Here, these types of conflict represent self-organizing phenomena, emerging quite naturally from the ongoing dynamics in human interaction at any scale—from the interpersonal to the international. Using the universal language and computational framework of nonlinear dynamical systems theory in combination with recent insights from social psychology, intractable conflict is understood as a system locked in special attractor states that constrain the thoughts and actions of the parties to the conflict. The emergence and maintenance of attractors for conflict can be described by means of formal models that incorporate the results of computer simulations, experiments, field research, and archival analyses. Multi-disciplinary research reflecting these approaches provides encouraging support for the dynamical systems perspective. Importantly, this text presents new views on conflict resolution. In contrast to traditional approaches that tend to focus on basic, short-lived cause-effect relations, the dynamical perspective emphasizes the temporal patterns and potential for emergence in destructive relations. Attractor deconstruction entails restoring complexity to a conflict scenario by isolating elements or changing the feedback loops among them. The creation of a latent attractor trades on the tendency toward multi-stability in dynamical systems and entails the

consolidation of incongruent (positive) elements into a coherent structure. In the bifurcation scenario, factors are identified that can change the number and types of attractors in a conflict scenario. The implementation of these strategies may hold the key to unlocking intractable conflict, creating the potential for constructive social relations.

The well-received first edition of the Encyclopedia of Industrial and Organizational Psychology (2007, 2 vols) established itself in the academic library market as a landmark reference that presents a thorough overview of this cross-disciplinary field for students, researchers, and professionals in the areas of psychology, business, management, and human resources. Nearly ten years later, SAGE presents a thorough revision that both updates current entries and expands the overall coverage, adding approximately 200 new articles, expanding from two volumes to four. Examining key themes and topics from within this dynamic and expanding field of psychology, this work offers a truly cross-cultural and global perspective.

Encyclopedia of Mental Health, Second Edition, tackles the subject of mental health, arguably one of the biggest issues facing modern society. The book presents a comprehensive overview of the many genetic, neurological, social, and psychological factors that affect mental health, also describing the impact of mental health on the individual and society, and illustrating the factors that aid positive mental health. The book contains 245 peer-reviewed articles written by more than 250 expert authors and provides essential material on assessment, theories of personality, specific disorders, therapies, forensic issues, ethics, and cross-cultural and sociological aspects. Both professionals and libraries will find this timely work indispensable. Provides fully up-to-date descriptions of the neurological, social, genetic, and psychological factors that affect the individual and society Contains more than 240 articles written by domain experts in the field Written in an accessible style using terms that an educated layperson can understand Of interest to public as well as research libraries with coverage of many important topics, including marital health, divorce, couples therapy, fathers, child custody, day care and day care providers, extended families, and family therapy

Recent surveys indicate today's workers spend up to 80 percent of their time collaboratively working with others and that teams have become the fundamental unit of organizations. Despite this, there are few scholarly books summarizing how to best start, manage, and foster creativity in team environments. This work provides practitioners and researchers with information on what drives team creativity. Utilizing research from psychology, organizational behavior/management, business, and education, the book discusses how to encourage participation and collaboration, what makes for the most creative team, and how best to lead and evaluate creative teams. Summarizes creativity research from psychology, education, and business Identifies how best to form a team for creative output Discusses how to foster team participation and

collaboration Includes multi-cultural, interdisciplinary, and diverse teams
The disproportionate aging of the population of working age in many nations around the world is a unique occurrence in the history of humankind. In the light of demographic change, it is becoming increasingly important to develop and use the potential of older employees. This edited volume Age-differentiated Work Systems provides a final report on a six-year priority program funded by the German Research Foundation (DFG) and presents selected research findings of 17 interdisciplinary project teams. The idea is that it will serve both as a reference book and overview of the current state of research in ergonomics, occupational psychology and related disciplines. It provides new models, methods, and procedures for analyzing and designing age-differentiated work systems with the aim of supporting subject matter experts from different areas in their decisions on labor and employment policies. Therefore over 40 laboratory experiments involving 2,000 participants and 50 field studies involving over 25,000 employees were conducted. Further objectives of the edited volume were to provide a pluridisciplinary compilation of the extensive information acquired over the six-year program period, to illustrate the range of the research field, and to convey an integrated understanding of age-differentiated work systems to readers. Business angels are recognized as playing a key role in financing the start-up and early stages of new ventures. However, our knowledge of how business angels operate remains limited and highly fragmented. This Handbook provides a synthesis of research on business angels. It adopts an international perspective to reflect the spread of angel investing around the world. The increasing number of government initiatives to promote angel investing is also reflected in the book with an assessment of the most common support schemes. Adopting an international focus, the expert group of contributors examine business angels themselves, the evolution of the market, the various stages of the investment process and the role of public policy in influencing angel investment. They each conclude their chapters with an agenda for future research on business angels. Students and scholars of entrepreneurship, entrepreneurial finance and related subjects will find this book to be an invaluable resource for their work. In particular, they will benefit from the research agendas that conclude each chapter. This Handbook will also be of interest to policy-makers and other practitioners looking to enhance their understanding of the design and need for such interventions.
Building on the success of two earlier best-selling editions from 2003 and 2011, this benchmark text and highly cited reference work now appears in its third edition. This book is a research-based resource on key aspects of workplace bullying and its remediation, which: Covers the nature and complexities of bullying and harassment in the workplace Presents the evidence on its prevalence, risk groups, antecedents and outcomes Examines cyberbullying and harassment in the digital world Describes the roles of bystanders and the coping possibilities of victims Discusses prevention, intervention, treatment and the management of specific cases Explains legal perspectives, the role of HR and of internal policies Edited by leading experts in the field and presenting contributions from subject experts, it provides state-

of-the-art reviews of the main themes in the field, as well as practical remedies and solutions at individual, organizational and societal levels, providing a much-needed update and expansion of the original work, as the research and literature on this problem with its manifold detrimental effects has expanded radically over the last decade. This book should be of interest to all scholars in the field of organizational behavior and social processes at work. In particular, the book is a much-needed tool for bachelor, master and PhD students, new and experienced researchers in the field, advanced practitioners and policy makers, including labor inspectors, union representatives, HR-personnel, lawyers, management consultants, and counsellors in private practice, family physicians and occupational health practitioners, to name a few.
The seven volumes LNCS 12249-12255 constitute the refereed proceedings of the 20th International Conference on Computational Science and Its Applications, ICCSA 2020, held in Cagliari, Italy, in July 2020. Due to COVID-19 pandemic the conference was organized in an online event. Computational Science is the main pillar of most of the present research, industrial and commercial applications, and plays a unique role in exploiting ICT innovative technologies. The 466 full papers and 32 short papers presented were carefully reviewed and selected from 1450 submissions. Apart from the general track, ICCSA 2020 also include 52 workshops, in various areas of computational sciences, ranging from computational science technologies, to specific areas of computational sciences, such as software engineering, security, machine learning and artificial intelligence, blockchain technologies, and of applications in many fields.
This volume is composed of a series of invited chapters from authors who are central and prolific contributors to the areas of group and team-based research. As such, each chapter provides an excellent overview of the current state of the research and a perspective on where scholars should be focusing their future research.
The five volume set LNCS 10960 until 10964 constitutes the refereed proceedings of the 18th International Conference on Computational Science and Its Applications, ICCSA 2018, held in Melbourne, Australia, in July 2018. Apart from the general tracks, ICCSA 2018 also includes 34 international workshops in various areas of computational sciences, ranging from computational science technologies, to specific areas of computational sciences, such as computer graphics and virtual reality. The total of 265 full papers and 10 short papers presented in the 5-volume proceedings set of ICCSA 2018, were carefully reviewed and selected from 892 submissions.
Covering all the basics in organizational behaviour, as well critically reflecting on the institutions and practices of business life, the sixth edition of Managing and Organizations: An Introduction to Theory and Practice has been updated to include: · Cutting-edge content on diversity and inclusion, design thinking, followership and deglobalization · New and updated ?In Practice? boxes offering real-world examples · Engaging case studies, such as How to start decolonising your business, Power and empathy and How COVID-19 has changed university teaching · New 'Additional Resources' in each chapter This textbook is essential reading for anyone studying organizational behaviour at undergraduate or postgraduate level. A wealth of online resources for both students and lecturers, including a fully revised Instructor's Manual, PowerPoint slides and additional case studies, are available via the companion website. Stewart Clegg is Professor at the University of Stavanger, Norway; University of Sydney and Emeritus Professor at University of Technology Sydney, Australia Tyrone S. Pitsis is Professor of Strategy, Technology & Society at Durham University Business School. Matt Mount is Assistant Professor of Strategy and Innovation at Deakin Business School, Melbourne.
The latest volume in the Research in Management series, co-edited by Linda L. Neider and Chester A. Schrieshiem, reports on "Advances in Authentic and Ethical Leadership." The eight insightful chapters are contributed by national and international scholars spanning the fields of leadership, organizational behavior, and research methodology. Among the areas discussed

and linked to authentic and/or ethical leadership are mindfulness, decision making, the role of character, antecedents, substitutes for leadership, psychological capital, and a some of the "dark side" aspects associated with authenticity. Advances in Authentic and Ethical Leadership is a book that should be purchased by anyone currently or anyone considering doing research in the area.

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