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Entrepreneurship and Community Economic Development - Monica C. Diochon 2003-03-18
One of the goals of regional policies is to foster entrepreneurship and innovation in the nation's smaller and more remote communities. Policymakers are becoming increasingly interested in the Community Economic Development approach as a way of achieving this aim. In Entrepreneurship and Community Economic Development Monica Diochon examines the development processes adopted by two rural, single-industry Canadian communities confronting the collapse of their economic bases. She argues that a community's effectiveness in influencing economic development depends on the extent to which entrepreneurship is encouraged and shows that, while a number of factors influence enterprise, economic activities that are community-determined and provide varied opportunities to participate in achieving

short-term self-sustaining strategic outcomes are particularly important.
Job and Work Design - Sharon K. Parker 1998-05-21
This book equips readers with a sound understanding of research, theory and the practical aspects of job design. It critiques the theory and research which provide the foundations of our current understanding of job design, pointing to a need for methodological improvements and a broader conceptual focus. The authors examine recent innovations in manufacturing technologies, techniques and philosophies and how these affect work design, research and practice. They also look at wider trends in manufacturing and elsewhere, such as teleworking, downsizing, the development of a contingent workforce and the changing composition of the workforce. The volume describes how the redesign of work has implications for wider organizationa
The Practice of Organizational Diagnosis - Clayton Alderfer PhD

2010-10-28
The Practice of Organizational Diagnosis: Theory & Methods presents a new paradigm for examining the intergroup dynamics of organizations by combining the procedures of organizational diagnosis with the theory of embedded intergroup relations. In this volume, Alderfer explains the relevance of the paradigm concept for the present work, shows the importance of intergroup relations in the formative organization studies, reviews extant modes of organizational diagnosis, and demonstrates the limitations of interpersonal and intra-group theories. He then presents the five laws of embedded intergroup relations as a response to the problems associated with the earlier work. After comparing and contrasting alterative group level theories and explaining the several meanings of empirical support, the author describes the empirical basis of the five laws. Based on examining alternative codes of professional conduct and applying the five laws, he provides his prescriptions for the ethical basis of sound diagnostic practice. With the theory and ethical position in place, he then explains procedures for conducting each phase of organizational diagnosis: entry, data collection, data analysis, and feedback. He follows that by reporting the empirical bases for the methods used in the four phases. The volume concludes by describing the courses and educational processes essential for educating people to conduct organizational diagnoses. A recurring theme from beginning to end is that the lawfulness of human behavior in relation to organizations is as applicable to diagnosticians, whether working alone or in teams, as it is to their clients. By addressing theory, method, data, and values, the volume presents a complete paradigm for organizational diagnosis.

Organization Development - Donald L. Anderson 2011-06-17
The book provides a good open-systems introduction to the topic of organization change, presenting the big concepts in a way that managers can use.

Auditing Organizational Communication - Owen Hargie 2009-03-19
Auditing Organizational Communication is a thoroughly revised and updated new edition of the successful Handbook of Communication Audits for Organizations, which has established itself as a core text in the field of organizational communication. Research studies consistently show the importance of effective communication for business success. They also underscore the necessity for organizations to put in place validated techniques to enable them to systematically measure and monitor their communications. This Handbook equips readers with the vital analytic tools required to conduct such assessments. Owen Hargie, Dennis Tourish and distinguished contributors drawn from both industry and academia: provide a comprehensive analysis of research, theory and practice pertaining to the communication audit approach review the main options confronting organizations embarking on audit discuss the merits and demerits of the approaches available provide case studies of the communication audit process in action illustrate how findings can be interpreted so that suitable recommendations can be framed outline how reports emanating from such audits should be constructed. This second edition arrives at a time of considerable growing interest in the area. A large volume of research has been published since the last edition of the book, and the text has been comprehensively updated by reviewing this wealth of data. In addition, new chapters on social network analysis and auditing the communication revolution have been added, together with new case study chapters illustrating audits in action.

An Integrated Perspective of Self-control in Organization - Charles C. Manz 1984

Perspectives on Organization Design and Behavior - Andrew H. Van de Ven 1981

Assessing Organizational Change - Stanley Emanuel Seashore 1983

The High Performance Organization - Linda Holbeche 2012-05-04
Increased global competition, aided and abetted by technology, has meant that organizations in every sector are having to compete on the basis of speed, cost, quality, innovation, flexibility and customer-responsiveness. If organizations wish to be able to compete successfully in the global marketplace, they need to develop innovative products and

services quickly and cost-effectively. The High Performance Organization provides invaluable information and practical tools for people engaged in leading organizational change efforts as an executive, line manager, HR practitioner or change agent. This practical text is grounded in organizational reality as well as having a sound theoretical setting. Illustrative case studies have been drawn from consultancy practice and a wide range of current research.

Office Automation - Don Tapscott 2013-11-21
Every pioneer takes large risks, hoping that the new frontier he seeks will provide the benefits of independence and good fortune. Don Tapscott is such a pioneer in the area of office automation. He has been a true pioneer, having entered the field in its early days and taken the risk of working not in technol ogy, which was fashionable, but in the field of the problems of organizations, which was less fashionable, but in many ways more important. The utilization of computers for data processing, accounting, inventory, and other "bread and butter" applications is now well entrenched in our society and culture. The process of designing such systems tends to focus on the needs of the company and the constraints of the equipment, leading to efficient systems with little tolerance for the variety of people who must use or interface with them. Within the office automation area, these methods do not work nearly as well. The frequency and amount of human interaction in the office environment, and the wide variety of situations and reactions there in, demands a different design methodology.

Continuous Learning in Organizations - Valerie I. Sessa 2015-06-03
There is already considerable literature on learning at the individual level and a growing body of literature on group and organizational learning. But to date, there has been little attempt to bring these literatures together and link learning at all three levels. Continuous Learning in Organizations targets learning at each of the three levels and demonstrates how processes at one level impacts learning at other levels. At the heart of the work is the idea that individuals, groups, and organizations are living systems with internal learning mechanisms that can be activated and supported or stymied and thwarted. Once activated,

systems can learn adaptively by reacting to a change in the environment; they can learn by generating new knowledge and conditions; and/or they can transform by creating and applying frame-breaking ideas and bringing about radically new conditions. Individuals, groups, and organizations are nested within each other forming an increasingly complex hierarchy of intertwined systems. From this point of view, the book describes the interactions between the levels and how developmental processes at one level affect learning at other levels. The text appeals to both the scientist and professionals alike in the fields of human resource development, training, management and executive education, coaching, and organization change and development. It is also for executives who establish directions for learning and need to convince others that continuous learning is the key to on-going success of their enterprise.

Cooperative Strategy : Economic, Business, and Organizational Issues - David Faulkner 2000-05-18
This book brings together some of the latest thinking and research on cooperative strategy. Work in this area has grown rapidly over the last decade, but no single thematic approach has dominated and become the ascendant theoryDSresource dependency, transaction cost analysis, market power, and game theory have all made significant contributions to the growing literature on strategic cooperation. This book presents chapters from many of these theoretical perspectives and some of the key issues through a number of different lenses.

An Organizational Culture Assessment - DeBrenna LaFa Agbényiga 2005

Communication Yearbooks Vols 6-33 Set - Various 2021-11-05
The Communication Yearbook annuals originally published between 1977 and 2009 publish diverse, state-of-the-discipline literature reviews that advance knowledge and understanding of communication systems, processes, and impacts across the discipline. Topics dealt with include Communication as Process, Research Methodology in Communication, Communication Effects, Taxonomy of Communication and European Communication Theory, Information Systems Division, Mass

Communication Research, Mapping the Domain of Intercultural Communication, Public Relations, Feminist Scholarship, Communication Law and Policy, Visual Communication, Communication and Cross-Sex Friendships Across the Life Cycle, Television Programming and Sex Stereotyping, InterCultural Communication Training, Leadership and Relationships, Media Performance Assessment, Cognitive Approaches to Communication.

Handbook of Psychology, Assessment Psychology - Irving B. Weiner 2012-10-16
Psychology is of interest to academics from many fields, as well as to the thousands of academic and clinical psychologists and general public who can't help but be interested in learning more about why humans think and behave as they do. This award-winning twelve-volume reference covers every aspect of the ever-fascinating discipline of psychology and represents the most current knowledge in the field. This ten-year revision now covers discoveries based in neuroscience, clinical psychology's new interest in evidence-based practice and mindfulness, and new findings in social, developmental, and forensic psychology.

Attempting Work Reform - Martin D. Hanlon 1985

Organizational Change and Development in Human Service Organizations - David Bargal 2012-11-12
Through change and development, human service organizations can promote the well-being of their clients more effectively. This important book describes and analyzes recent research on organizational change and development in the social and human services. It is particularly relevant in light of the significant changes in these organizations during the last decade and the lack of literature in the area. Organizational Change and Development in Human Service Organizations brings together the work of scholars who deal with social welfare administration and change in human services, combining research studies with theoretical approaches to change and development. It helps readers better understand the process of change and the role of the environment in creating change. Insightful chapters encourage practitioners, scholars, and students to plan change in organizations, utilize models of change and organizational development in real life, and evaluate change and its results and impacts. This much-needed book addresses a variety of topics, including: the uses of force field analysis in assessing prospects for organizational change planned change in voluntary and government social service agencies interorganizational coordination of services to children in state custody early stages in the creation of self-help organizations organization and community transformation organizational development in public social services strategic and structural change in human service organizations a developmental approach to program evaluation Many readers will find the information in Organizational Change and Development in Human Service Organizations to be extremely beneficial in their daily work. Covering the important issues, it gives readers a deeper insight into the processes of change and development so they can provide better services to their clients. This book is a vital resource for social workers, professionals in public administration, individuals involved in MSW programs, and students in the social sciences, including sociology and political science.

Public Relations Theory - Carl H. Botan 2017-10-03
Beginning with the basic premise that public relations can best be understood as a specialized type of communication, the contributors to this volume establish public relations as a vital and viable realm for communication research and theory development. Through the application of communication theories, they attempt to explain and predict public relations practices and then use these practices to develop communication theories. Their discussions fall into three distinct categories: metatheory, theory, and examples of applications of theories. An ideal volume for professionals and students in communication, journalism, and related fields.

Measuring and Assessing Organizations - Andrew H. Van de Ven 1980

Organizations - Arthur G. Bedeian 1984

Handbook of Applied Behavior Analysis - John Austin 2000-05-01
Applied Behavior Analysis (ABA) is a highly functional discipline that, instead of searching for abstract, internal causes for human behavior, looks to external factors that can be influenced. Once identified, these factors can be manipulated to make meaningful, positive improvements in the lives of real people through positive behavior change. Not surprisingly behavior analysis has been applied to a wide range of human activities, from helping troubled teens to organizing industry to maximizing sports performance. ABA interventions for these diverse problems are often creative-and they tend to be effective. In this volume, some of the field's foremost practitioners offer their expert perspective on a range of topics within ABA. Each chapter is fully referenced and contains a set of reading objectives to facilitate deeper understanding and further discussion of its subject area. While these discussions will be of particular interest to academic behavior analysts and graduate students, clinicians and other practitioners will find the research review helpful and informative.

Communication Yearbook 6 - Michael Burgoon 2011-10-25
The Dynamics of Transitional Justice draws on the case of East Timor in order to reassess how transitional justice mechanisms actually play out at the local level. Transitional justice mechanisms - including trials and truth commissions - have become firmly entrenched as part of the United Nations 'tool-kit' for successful post-conflict recovery. It is now commonly assumed that by establishing individual accountability for human rights violations, and initiating truth-seeking and reconciliation programs, individuals and societies will be assisted to 'come to terms' with the violent past and states will make the 'transition' to peaceful, stable liberal democracies. Set against the backdrop of East Timor's referendum and the widespread violence of 1999, this book interrogates the gap between the official claims made for transitional justice and local expectations. Drawing on a wide range of sources, including extensive in-depth interviews with victims/survivors, community leaders and other actors, it produces a nuanced and critical account of the complex interplay between internationally-sponsored trials and truth

commissions, national justice agendas and local priorities. The Dynamics of Transitional Justice fills a significant gap in the existing social science literature on transitional justice, and offers new insights for researchers and practitioners alike.

IJER Vol 12-N1 - International Journal of Educational Reform 2002-12-24
The mission of the International Journal of Educational Reform (IJER) is to keep readers up-to-date with worldwide developments in education reform by providing scholarly information and practical analysis from recognized international authorities. As the only peer-reviewed scholarly publication that combines authors' voices without regard for the political affiliations perspectives, or research methodologies, IJER provides readers with a balanced view of all sides of the political and educational mainstream. To this end, IJER includes, but is not limited to, inquiry based and opinion pieces on developments in such areas as policy, administration, curriculum, instruction, law, and research. IJER should thus be of interest to professional educators with decision-making roles and policymakers at all levels turn since it provides a broad-based conversation between and among policymakers, practitioners, and academicians about reform goals, objectives, and methods for success throughout the world. Readers can call on IJER to learn from an international group of reform implementers by discovering what they can do that has actually worked. IJER can also help readers to understand the pitfalls of current reforms in order to avoid making similar mistakes. Finally, it is the mission of IJER to help readers to learn about key issues in school reform from movers and shakers who help to study and shape the power base directing educational reform in the U.S. and the world.

Organizational Assessment - Edward E. Lawler 1980

Organizational Culture - Karel De Witte 2000-02-10
Management of organizational culture is a controversial topic. Pragmatists argue that it can be, should be and has been easily managed and they offer guidance how to do this, whilst purists find it ridiculous to talk about managing organizational culture: it cannot be managed, it

evolves. Contributions to this fascinating book cover the following topics: * the relationship between leadership and organizational culture * the study of the role of organizational culture in four distinct cases * a change project of managerial culture * the FOCUS-instrument for measuring organizational culture * the main influences of organizational culture on its individual members * critical questions for future research. The editors do not intend to give final answers to this ongoing discussion, but to contribute to the debate and aid understanding. The contributions guide practitioners and researchers through the complex issues to avoid possible pitfalls.

Empirical Research within Resource-Based Theory - Katja Nothnagel 2008-07-31
Katja Nothnagel evaluates the growing body of empirical research in resource-based theory. She starts out by deriving six central propositions and then examines how these propositions have been tested empirically. The results suggest that substantial progress has been made within the empirical part of RBT

Organizing for School Change - Karen Seashore Louis 2013-01-11
Improving education is a key priority for governments around the world. While many suggestions on how best to achieve this are currently under debate, years of academic research have already revealed more about how to encourage change than is sometimes assumed. This volume brings together for the first time some of the most significant work of Karen Seashore Louis, one of the foremost thinkers and researchers in the field. Organizing for School Change presents a unique variety of research-based results from studies conducted over the past twenty-five years. What emerges is not an idealistic plan, but a realistic picture of what needs to be done if schools are to be made better. Drawing on a wide and comprehensive list of sources, the ideas brought together in this collection will prove invaluable and insightful reading, stimulating both newcomers and veterans of the field to consider educational research in new ways.
Information Sharing Index - 1986

Building a Scholarship of Assessment - Trudy W. Banta and Associates 2002-05-06
In this book, leading experts in the field examine the current state of assessment practice and scholarship, explore what the future holds for assessment, and offer guidance to help educators meet these new challenges. The contributors root assessment squarely in several related disciplines to provide an overview of assessment practice and scholarship that will prove useful to both the seasoned educator and those new to assessment practice. Ultimately, Building a Scholarship of Assessment will help convince skeptics who still believe outcomes assessment is a fad and will soon fade away that this is an interdisciplinary area with deep roots and an exciting future.

Accountability and Effectiveness Evaluation in Nonprofit Organizations - James Cutt 2000-07-06
This unique volume provides new perspectives on assessing the performance of nonprofit organizations whilst meeting the information needs of decision-makers, both internal (such as resource-providers, regulators and clients), and external (including boards, managers, staff and volunteers). Whilst most discussions of accountability focus exclusively on financial accountability, this title offers a significant contribution to a relatively untouched area by combining the treatment of both evaluation and accountability from a managerial perspective. With increased interest in the concept that nonprofit organizations must be accountable, this topical volume fills a gap in the literature that postgraduates and scholars of business studies and management will find invaluable.

Understanding Organisational Culture in the Construction Industry - Vaughan Coffey 2010-01-28
Since the early 1980s, researchers and practitioners in the organisational and management fields have presumed a link between organisational, or corporate, culture and organisational performance. Whilst many believe this exists, other authors have been critical of the validity of such studies. Part of this doubt stems from a reliance on measures of organisational performance that are based purely on

financial measures of business growth. Using the construction industry as the subject of his research, Vaughan Coffey traces the development of the literature on organisational culture and business effectiveness and investigates the culture-performance link using a new and highly objective measure of company performance and an evaluation of organisational culture, which is largely behaviourally-based. Providing a theoretical contribution to the field, this work shows that various cultural traits appear to be closely linked to objectively measured organisational effectiveness. This book will be valuable to professionals and researchers in the fields of management and public policy. It indicates directions for construction companies to develop and change, and in doing so strengthen their chances of remaining strong when opportunities for work might deplete and only the most successful companies will be able to survive.

Organization Change - W. Warner Burke 2008-12-10
This volume contains the must reads for a depth of understanding about organization change. Each of book's seventy-five papers included in this volume have launched their own fields of inquiry or practices and are the key readings for any student or practitioner of organization development. The most notable articles on organization development by such luminaries in the field as Bennis, Schein, Tichy, Tushman, Weick, Drucker, Quinn, Beckhard, O'Toole, Bridges, Hamel, Gladwell, and Argyris.
Perspectives on Outcome Based Evaluation for Libraries and Museums - 2000

Organizational Diagnosis and Assessment - Michael Harrison 1998-07-23
This book presents a distinctive approach to organizational consultation and planned change that reflects current research and theorizing about organizational change and effectiveness. The authors draw on multiple analytical frameworks to produce empirically grounded models of sources of ineffectiveness and forces for change. The book offers workable solutions to critical problems and demonstrates ways to meet

organizational challenges such as market downturns, technological change, and alliances with other organizations.
Theories and Concepts in Comparative Industrial Relations - Professor Jack Barbash 1989

Personnel Literature - United States. Office of Personnel Management. Library 1980

Collaborative Research in Organizations - Niclas Adler 2004
'Collaborative Research in Organizations' leverages and sustains the role of management research while increasing the theoretical development of complex organizational and management issues.
Historical Perspectives in Industrial and Organizational Psychology - Laura L. Koppes 2014-02-04
This unique book is the first to contain a comprehensive history of industrial and organizational psychology, covering numerous topics in the discipline. The history presented offers various perspectives, including the contributions of individuals, organizations, and contextual or situational forces, as well as an international viewpoint. The authors, all highly regarded experts in their respective topics, use a range of approaches to examine history, demonstrating to readers that there are multiple ways to understand history. This volume will be of interest to industrial and organizational psychologists, business and management academics and professionals, historians of psychology, business, science and science and technology, undergraduate, and graduate students.
Organisational Behaviour - Christine Cross 2018-03-13
This refreshing textbook shows how research into human behaviour can be applied in the workplace. It is focussed on helping students to develop the key skills they will need as future managers and employees. It assumes no prior work experience, and instead asks students to draw on their everyday experiences. They are invited to complete a range of innovative activities designed to deepen their understanding of key topics, such as personality, perception, and motivation. The book is an ideal length for one-semester taught courses. It is aimed primarily at first

and second year undergraduate students on business and management degrees, who are taking OB modules for the first time, though could also be used on postgraduate and MBA courses.

Maritime Logistics - Dong-Wook Song 2021-12-03
Sea freight remains overwhelmingly the most common form of transport for goods globally. Grasp the core theories and understand the latest research in maritime logistics, along with how this field operates and contributes to global supply chains, with this key textbook. Maritime Logistics provides a complete overview of the core concepts within this discipline from a range of international expert contributors. This textbook examines the recent developments in the ports and shipping industries including supply chain strategies and emerging, innovative practices. Designed for maritime students and professionals, the structure offers a complete approach with an emphasis on developing a well-rounded knowledge and understanding of the field. The third edition is fully updated with new content on maintenance optimization, supply chain integration, economies of scale within liner shipping and port performance and management. In addition, this edition examines new technologies, considers new and existing risks to the maritime supply chain as well as generally how maritime logistics will continue to evolve. For those seeking to become maritime logistics specialists, this is the authoritative companion.