Ebook free Organizational cynicism and employee turnover intention [PDF]

Employee Cynicism about Organizational Change, Development and Validation of a Measure Examining the Relationship of Organizational Cynicism to Union Satisfaction and Union Commitment Organizational Cynicism Handbook of Research on Organizational Culture and Diversity in the Modern Workforce The Roles of Organizational Justice and Cynicism in Employee Affective Commitment to Change Organizational Behavior Challenges in the Tourism Industry Employee Health, Coping and Methodologies Dimensions of Personality The Three Signs of a Miserable Job Workplace Ostracism Human Resource Management in the Public Sector The Psychology of Organizational Change Work Alienation Leading the Unleadable The Cynical Americans Investigating the Mediating Effect of Resistance to Change on Organizational Change Cynicism, Turnover Intensions, & Deviant Workplace Behavior The Dark Side of Organizational Behavior Gender Identity and Discourse Analysis An Introduction to Contemporary Work Psychology Advances in The Human Side of Service Engineering Dignity at Work Disrupted Cross-Cultural Aspects of Tourism and Hospitality Ask a Manager Human Resources Management Managing and Organizations Alienation and freedom : the factory worker and his industry The 5 Languages of Appreciation in the Workplace International Encyclopedia of Organization Studies Research in Occupational Stress and Well being Employee Engagement in Corporate Social Responsibility Out of the Jungle Organizational Cynicism Handbook of Research on Women in Management and the Global Labor Market Leadership, Feedback, and the Open Communication Gap Serviceology for Services Christian Scripture and Human Resource Management Age in the Workplace Organizational Behavior Organizational Trauma and Healing

Employee Cynicism about Organizational Change, Development and Validation of a Measure

1998

abraham business administration nova southeastern u identifies cynicism as one of the principal causes of lass of organizational productivity and investigates the causes and consequences of cynicism within a theoretical construct that sees the phenomena as part of a process rather than an isolat

Examining the Relationship of Organizational Cynicism to Union Satisfaction and Union Commitment

2015

optimal development of contemporary businesses is dependent on a number of factors by creating novel frameworks for organizational behavior effective competitive advantage can be achieved the handbook of research on organizational culture and diversity in the modern workforce is a comprehensive reference source for the latest scholarly content on components and impacts on effecting culturally diverse workplace environments highlighting a range of pertinent topics such as emotional intelligence human resources and work life balance this publication is ideally designed for managers professionals researchers students and academics interested in emerging perspectives on organizational development

Organizational Cynicism

2004

improving positive and reducing negative organizational behaviors in businesses are important in terms of organizational success as this will lead to an increase in employee organizational commitment and job satisfaction considering that the tourism industry has such a dynamic structure it is obvious that behavioral issues in the industry need to be scrutinized organizational behavior challenges in the tourism industry is a collection of innovative research that aims to explore relevant theoretical frameworks in terms of organizational behavior issues and provides the opportunity for tourism organizations to understand their employees behavior while highlighting topics including emotional labor deviant behavior and organizational cynicism this book is ideally designed for hotel managers tour directors restaurateurs travel agents business

managers professionals researchers academicians and students

Handbook of Research on Organizational Culture and Diversity in the Modern Workforce

2017-03-24

presents an examination of occupational stress health and well being with particular emphasis on the multi disciplinary nature of occupational stress this book offers a critical assessment of issues in occupational stress and well being

The Roles of Organizational Justice and Cynicism in Employee Affective Commitment to Change

2015

a bestselling author and business guru tells how to improve your job satisfaction and performance in his sixth fable bestselling author patrick lencioni takes on a topic that almost everyone can relate to the causes of a miserable job millions of workers even those who have carefully chosen careers based on true passions and interests dread going to work suffering each day as they trudge to jobs that make them cynical weary and frustrated it is a simple fact of business life that any job from investment banker to dishwasher can become miserable through the story of a ceo turned pizzeria manager lencioni reveals the three elements that make work miserable irrelevance immeasurability and anonymity and gives managers and their employees the keys to make any job more fulfilling as with all of lencioni s books this one is filled with actionable advice you can put into effect immediately in addition to the fable the book includes a detailed model examining the three signs of job misery and how they can be remedied it covers the benefits of managing for job fulfillment within organizations increased productivity greater retention and competitive advantage and offers examples of how managers can use the applications in the book to deal with specific jobs and situations patrick lencioni san francisco ca is president of the table group a management consulting firm specializing in executive team development and organizational health as a consultant and keynote speaker he has worked with thousands of senior executives and executive teams in organizations ranging from fortune 500 companies to high tech startups to universities and nonprofits his clients include at t bechtel boeing cisco sam s club microsoft mitsubishi allstate visa fedex new york life sprint novell sybase the make a wish foundation and the u s military academy at west point lencioni is the author of

six bestselling books including the five dysfunctions of a team he previously worked for oracle sybase and the management consulting firm bain company

Organizational Behavior Challenges in the Tourism Industry

2019-12-27

workplace mistreatment is a burgeoning topic of interest with the majority of workers having experienced it in some form this book explores workplace ostracism and its negative effects on employee and organizational outcomes such as employee attitudes behaviors and well being this edited volume defines workplace ostracism and examines how to differentiate ostracism from other type of workplace mistreatment such as workplace incivility and interpersonal conflict among the questions it seeks to answer are 1 what are the individual relational and contextual factors that influence employees workplace ostracism experiences and 2 what constitutes ostracism in stigmatized populations such as international students immigrant workers and older workers researchers in organizational behavior i o psychology and the sociology of work will find this book to be a valuable resource

Employee Health, Coping and Methodologies

2006-01-11

an impressive collection of authoritative treatments of major current and ongoing topics in public sector human resource management provided by both well established experts and up and coming scholars who are becoming leaders in the field a valuable resource for courses on the topic and an important reference for scholars and those seeking to maintain expert knowledge about it hal g rainey the university of georgia us this insightful book presents current thinking and research evidence on the role of human resource management policies and practices in increasing service quality efficiency and organizational effectiveness in the public sector internationally public sector organisations face enormous challenges including increasingly uncertain political and economic environments more vigilant and cost conscious governments rapidly evolving community needs and an ageing workforce this collection examines a range of hrm related topics that will influence the capacity of public sector agencies to negotiate and respond to the challenges ahead these topics include managing public sector human resources during an economic downturn enhancing the satisfaction and motivation of public sector employees attracting and retaining talent leadership development and case studies in successful public sector organizational change with each chapter drawing on the latest research but also

emphasizing the practical implications this collection is suitable for practitioners researchers and students alike it will also be valuable for hr specialists and managers of hr units in the public sector

Dimensions of Personality

1978

this volume examines organizational change from the employee s perspective

The Three Signs of a Miserable Job

2010-06-03

the major objectives of the book are fourfold first the book attempts to provide a critical assessment of the state of the art and theory concerning work alienation second objective is to provide a new approach to the study of alienation third objective is to provide ways of measuring the phenomena of alienation and involvement final objective is to provide information on the criterion related validity of the new formulation for the study of the phenomena of alienation and involvement

Workplace Ostracism

2021-01-04

every manager has to deal with difficult employees however what separates the great managers is their ability to turn them into productive team players control freaks narcissists slackers cynics their outbursts irrational demands gripes and countless other disruptions need to be dealt with and you are the unlucky one with that job description this book turns this seemingly difficult chore into a straight forward process that gently yet effectively improves behaviors it all begins with understanding a core truth most people actually want to contribute results not cause headaches when the manager resets to that fundamental principle the potential for change can reveal itself in even the most hopeless situations written by tech industry expert alan willett leading the unleadable explains how to master the necessary mindset explain the problem calmly in a short feedback session get a commitment to change then follow up coach others to replicate the process develop the situational awareness required to spot future trouble before it hits are you a great manager of course you believe you are so don t just put up with your difficult employees anyone can do that turn them into the tremendous team players everyone wants them to be

Human Resource Management in the Public Sector

2013-01-01

the authors draw on their comprehensive national survey of american employees to reveal why cynicism has become so rampant in our workplace and shows how to understand diagnose and successfully combat it in organizations includes sections on the signs of cynicism the roots of cynicism the consequences of cynicism and remedies for cynicism

The Psychology of Organizational Change

2013-04-18

the dark side of organizational behavior aims to gather all the micro and meso level topics about the dark side of organizations that may guide management practitioners researchers and students the history before the modern human civilization is full of multiple types of conflicts wars struggles and violence modernization project has constructed a desired reality of human being and has somehow concealed the dark side of human interactions through this outlook this book explores the realities of the dark side of organizations and how these realities may have the potential to change previous assumptions about business life the field of organizational behavior is dominated by the positive aspects of the business life but conflict war struggle and violence have always been a part of history it is not possible to isolate organizational participants from negative emotions like hostility dislike hate jealousy rage and revenge a manager may devote most of their time to cope with conflicts deviant behaviors ambitious individuals gossips and dysfunctional rivalry among employees it is evident that negative events and interactions among employees cost more time and energy for a manager than the positive side of organizational life therefore exploring the realities of the dark side of organizations may have the potential to change previous assumptions about business life this book will be of interest to researchers academics practitioners and advanced students in the fields of organizational studies and behavior human resource management employment relations and organizational psychology

Work Alienation

1982-04-15

gender and discourse interface in many more epistemological sites than can be represented in one collection gender identity and discourse analysis therefore focuses on a principled diversity of key sites within four broad areas the media sexuality education and parenthood the different

chapters together illustrate how taking a discourse perspective facilitates understanding of the complex and subtle ways in which gender is represented constructed and contested through language the book engages critically with long running and on going debates but also reflects and develops current understandings of gender identity and discourse particularly the shift from gender differences to the discoursal shaping of gender gender identity and discourse analysis thus offers not only insights and methodologies of new empirical studies but also careful theorisations in particular of discourse text identity and gender the collection is a valuable resource for researchers postgraduates and advanced undergraduates working in the area of gender and discourse

Leading the Unleadable

2016-11-29

this is the first comprehensive overview of work psychology with coverage of classic models current theories and contemporary issues affecting the 21st century worker examines the positive aspects of work motivation performance creativity and engagement instead of focusing only on adverse effects edited by leaders in the field with chapters written by a global team of experts from the us uk europe and australia discusses topics such as safety at work technology working times work family interaction working in teams recovery job demands and job resources and sickness absence suitable for advanced courses focused on work psychology as a sub discipline of work and organizational psychology didactic features include questions for discussion boxes with practical applications further reading sections and a glossary

The Cynical Americans

1989-04-14

if there is any one element to the engineering of service systems that is unique it is the extent to which the suitability of the system for human use human service and excellent human experience has been and must always be considered an exploration of this emerging area of research and practice advances in the human side of service engineering covers a broad spectrum of ergonomics and human factors issues highlighting the design of contemporary service systems

Investigating the Mediating Effect of Resistance to Change on

Organizational Change Cynicism, Turnover Intensions, & Deviant Workplace Behavior

2014

human dignity the ability to establish a sense of self worth and self respect and to enjoy the respect of others is necessary for a fully realized life working with dignity is a fundamental part of achieving a life well lived yet the workplace often poses challenging obstacles because of mismanagement or managerial abuse defending dignity and realizing self respect through work are key to workers well being insuring the dignity of employees is equally important for organizations as they attempt to make effective use of their human capital in this book randy hodson a sociologist of work and organizational behavior applies ethnographic and statistical approaches to this topic offering both a richly detailed inside look at real examples of dignity in action and a broader analysis of the pivotal role of dignity at work

The Dark Side of Organizational Behavior

2022-07-15

dan lyons was technology editor at newsweek magazine for years a magazine writer at the top of his profession one friday morning he received a phone call his job no longer existed fifty years old and with a wife and two young kids dan was unemployed and facing financial oblivion then an idea hit dan had long reported on silicon valley and the tech explosion why not join it hubspot a boston start up was flush with 100 million in venture capital they offered dan a pile of stock options for the nebulous role of marketing fellow what could possibly go wrong what follows is a hilarious and excoriating account of dan s time at the start up and a revealing window onto the dysfunctional culture that prevails in a world flush with cash and devoid of experience filled with stories of meaningless jargon teddy bears at meetings push up competitions and all night parties this uproarious tale is also a trenchant analysis of the dysfunctional start up world a de facto conspiracy between those who start companies and those who fund them it is a world where bad ideas are rewarded with hefty investments where companies blow money lavishing perks on their post collegiate workforces and where everybody is trying to hang on just long enough to cash out with a fortune

Gender Identity and Discourse Analysis

2002-05-31

cross cultural aspects of tourism and hospitality is the first textbook to offer students lecturers researchers and practitioners a comprehensive guide to the influence of culture on service providers as well as on customers affecting both the supply and the demand sides of the industry organisational behaviour and human resource management and marketing and consumer behaviour given the need for delivering superior customer value understanding different cultures from both demand and supply sides of tourism and hospitality and the impact of culture on these international industries is an essential part of all students and practitioners learning and development this book takes a research based approach critically reviewing seminal cultural theories and evaluating how these influence employee and customer behaviour in service encounters marketing and management processes and activities individual chapters cover a diverse range of cultural aspects including intercultural competence and intercultural sensitivity uncertainty and risk avoidance context in communication power distance indulgence and restraint time orientation gender assertiveness individualism and collectivism performance orientation and humane orientation this book integrates international case studies throughout to show the application of theory includes self test questions activities further reading and a set of powerpoint slides to accompany each chapter this will be essential reading for all students lecturers researchers and practitioners and future managers in the fields of tourism and hospitality

An Introduction to Contemporary Work Psychology

2013-10-07

i m a huge fan of alison green s ask a manager column this book is even better robert sutton author of the no asshole rule and the asshole survival guide ask a manager is the book i wish i d had in my desk drawer when i was starting out or even let s be honest fifteen years in sarah knight new york times bestselling author of the life changing magic of not giving a f ck a witty practical guide to navigating 200 difficult professional conversations ten years as a workplace advice columnist has taught alison green that people avoid awkward conversations in the office because they don t know what to say thankfully alison does in this incredibly helpful book she takes on the tough discussions you may need to have during your career you ll learn what to say when colleagues push their work on you then take credit for it you accidentally trash talk someone in an email and hit reply all you re being micromanaged or not being managed at all your boss seems unhappy with your work you got too drunk at the christmas party with sharp

sage advice and candid letters from real life readers ask a manager will help you successfully navigate the stormy seas of office life

Advances in The Human Side of Service Engineering

2019-07-19

this collection of 60 current readings explores the important contemporary perspectives and issues in the field of human resources managementfrom a decidedly applied rather than scholarly orientation the readings include a mix of recently published articles from journals in the field along with many articles written specifically for the book it addresses such issues as corporate culture values employee rights and responsibilities ethics the nature of the changing employment relationship mergers and acquisitions and employee cynicism and how such factors influence the practice of hrm overview of human resources management perspectives on human resources management the contemporary legal environment the labor market and the changing workforce human resources planning and staffing performance evaluation and management compensation and reward systems human resources development labor relations in contemporary work environments rights responsibilities values and ethics organization culture and change work environment stressors support safety and health employee attitudes organizational exit performance and effectiveness for personnel and human resources managers

Dignity at Work

2001-09-10

provides an original and engaging introduction to organizational behavior new to the second edition completely revised and restructured to better match organizational behaviour courses six new chapters for coverage of all essential topics including individuals teams and groups human resource management ethics and corporate social responsibility new learning features including boxed sections case studies and marginal definitions to ensure students explore key themes and truly engage with contemporary debates a new companion website and full instructors manual cover

Disrupted

2016-05-26

based on the 1 new york times bestseller the 5 love languages over 12 million copies sold

dramatically improve workplace relationships simply by learning your coworkers language of appreciation this book will give you the tools to improve staff morale create a more positive workplace and increase employee engagement how by teaching you to effectively communicate authentic appreciation and encouragement to employees co workers and leaders most relational problems in organizations flow from this question do people feel appreciated this book will help you answer yes a bestseller having sold over 300 000 copies and translated into 16 languages this book has proven to be effective and valuable in diverse settings its principles about human behavior have helped businesses non profits hospitals schools government agencies and organizations with remote workers plus each book contains a free access code for taking the online motivating by appreciation mba inventory does not apply to purchases of used books the assessment identifies a person s preferred languages of appreciation to help you apply the book when supervisors and colleagues understand their coworkers primary and secondary languages as well as the specific actions they desire they can effectively communicate authentic appreciation thus creating healthy work relationships and raising the level of performance across an entire team or organization take your team to the next level by applying the 5 languages of appreciation in the workplace

Cross-Cultural Aspects of Tourism and Hospitality

2020-09-03

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

Ask a Manager

2018-05-01

focuses on processes related to recovery and unwinding from job stress this book demonstrates that recovery research is a very promising approach for understanding the processes of job stress and relieve from job stress more fully

Human Resources Management

2002

this book offers a remarkable collection of chapters written by the leading scholars in csr and employee engagement using the existing literature new empirical studies case studies and thought provoking insights this collection of authors discuss why and how to engage employees in csr and through csr employee engagement in corporate social responsibility focuses on engaging employees in socially responsible initiatives with three major parts of the book the antecedents that lead to employee engagement in csr the processes and opportunities to involve employees and the impact of the above on employees the company non profit organisations and society this book contributes to both research and managerial practice by presenting cutting edge knowledge from leading csr scholars and practitioners

Managing and Organizations

2008

t he teamsters the largest a f l affiliate has been understudied russell s motives in seeking to redress this imbalance are certainly commendable maurice isserman the new york times book review a well researched study of the longtime teamsters leader that could put hoffa back on the historical map for a new generation of students of labor history publishers weekly an unexpectedly enthralling account of jimmy hoffa s tactics and aspirations russell s history of the teamsters under hoffa illustrates the vibrancy of the labor movement for better or worse during the middle 50 years of the 20th century kirkus reviews in this gripping biography of jimmy hoffa thaddeus russell launches a vigorous attack on the reigning orthodoxy in labor history david l chappell newsday russell bravely challenges the received wisdom of the left the right and the morally earnest center if you want to get serious about the real meaning of class in the last century read this gracefully yet powerfully argued book nelson lichtenstein out of the jungle delivers a much needed and more nuanced understanding of a tumultuous period in the history of the nation john gallagher detroit news free press strongly recommended reading the midwest book review s bookwatch

Alienation and freedom : the factory worker and his industry

1973

this book focuses on the existent inequalities the gender gap and women s role in management and in the labor markets it also examines the point of convergence among entrepreneurship organizations relationship creativity and culture from a gender perspective

The 5 Languages of Appreciation in the Workplace

2019-01-01

first published in 2008 routledge is an imprint of taylor francis an informa company

International Encyclopedia of Organization Studies

2008

this book constitutes the refereed proceedings of the 7th international conference on serviceology for services held in osaka japan in march 2020 the 16 full papers and 3 short papers presented in this volume were carefully reviewed and selected from 58 submissions the papers are organized around the following topics hospitality management service innovation and employee engagement service marketing and consumer behavior customer experience and service design service engineering and implementation

Research in Occupational Stress and Well being

2009-04-21

christian scripture and human resource management provides a much needed christian faith based perspective on human resources management written for both line and human resource managers using the framework of servant leadership the mandated leadership approach used by jesus

Employee Engagement in Corporate Social Responsibility

2020-09-14

the workforce across industrialized nations has become both older and more age diverse and this trend is expected to continue in the coming decades these changes will have important implications for motivating and managing both individual employees and teams and because people are retiring later it is important to address ways to sustain the wellbeing and productivity of workers with a specifically international focus this volume addresses these critical issues from the individual and psychological perspectives based primarily in empirical research it covers a wide range of topics related to the aging workforce including the motivation of older workers to work and to retire what organizations can do to attract and retain the talent of older workers how to improve relations and productivity among age diverse teams how to design jobs to support

older and younger talent and how to better understand why older workers may choose to return to work this volume includes contributions from the top psychological researchers in the field of the aging workforce this book was originally published as a special issue of the european journal of work and organizational psychology

Out of the Jungle

2003

organizational behavior managing and leading organizations highlights essential organizational behavior theories and concepts to help students researchers and practitioners understand how to effectively manage and lead organizations the author presents fundamental organizational behavior topics such as job satisfaction organizational commitment job performance leadership organizational culture motivation and much more case studies discussion questions surveys and practical industry examples are used throughout the book as an added bonus the author includes 10 exclusive interviews with managers from different generations who address their understanding of organizational behavior dr kaifi s management and leadership book is a must read his insights on traditional and innovative methodologies tools and techniques are necessary for students of the discipline who want to improve strengthen and expand their practice for accelerated results this book will be an invaluable text for our organizational behavior courses and an outstanding reference for my consulting endeavors dr miriam michael professor of management and department chair american river college the quality exchange tqe president leadership strategies organizational behavior managing and leading organizations will be a great addition to the personal library of practitioners and academics alike the real world case studies and discussion questions gives one the ability to assess his or her own leadership and management styles and capabilities as well as providing the student with practical applications dr stephen k pollard professor of business administration and program director trident university international this book provides an updated review of foundational theories and concepts that are essential for guiding organizational resources and behaviors toward the achievement of the firm s mission vision and goals the book does a good job of describing the academic theories through cases credible literature and practical examples this is a good book for business students managers and modern entrepreneurs dr bahaudin g mujtaba professor of management nova southeastern university dr belal a kaifi has experience teaching at both the undergraduate and graduate levels managing an educational department consulting and researching dr kaifi has earned several graduate level degrees and is academically qualified to teach in the departments of business administration and education

Organizational Cynicism

2004

organizational trauma and healing is written for organizational leaders consultants and other practitioners interested in helping organizations become stronger it gives them concepts and tools to strengthen their organizations and to help the organizations to heal from organizational trauma the book describes the inherent influence of organizational work on organizational patterns and culture and connects that influence to trauma and traumatization it introduces a framework to analyze organizational realities in broad and deep ways and strategies to avoid or mitigate danger of traumatization as well as improve organizational health and sustainability the authors offer theory and practice based on more than thirty years of work with not for profit and government organizations

Handbook of Research on Women in Management and the Global Labor Market

2019

Leadership, Feedback, and the Open Communication Gap

2008

Serviceology for Services

2020-02-19

Christian Scripture and Human Resource Management

2015-02-19

Age in the Workplace

2016-01-08

Organizational Behavior

2012-12

Organizational Trauma and Healing

2013-03-26

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