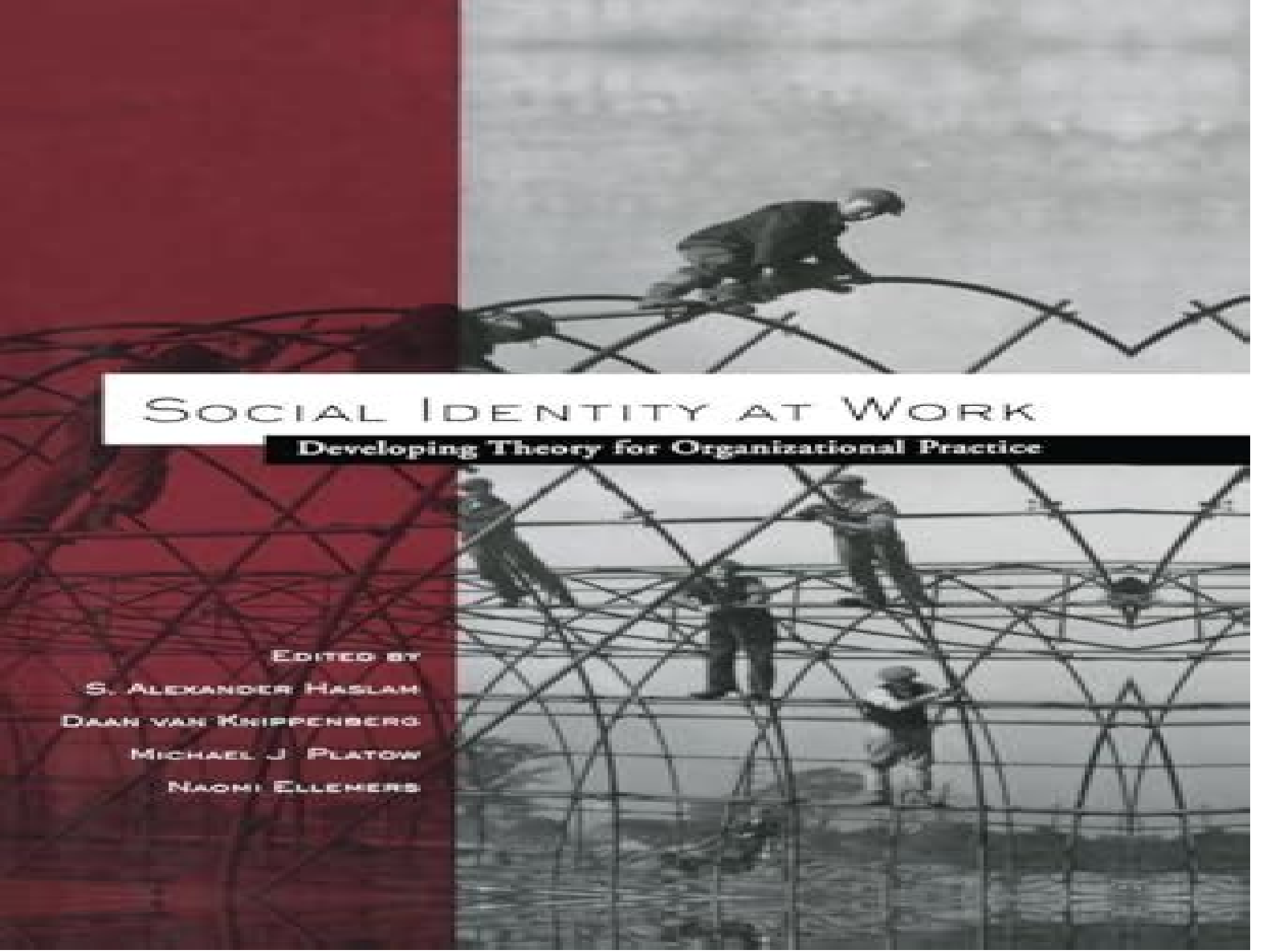




SOCIAL IDENTITY AT WORK

Developing Theory for Organizational Practice

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Social Identity At Work Developing Theory For Organizational Practice

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Handbook of Identity Theory and Research Seth J. Schwartz, Koen Luyckx, Vivian L.

Vignoles, 2011-06-22 Identity is one of the most extensively studied constructs in the social sciences Yet despite the wealth of findings across many disciplines identity researchers remain divided over such enduring fundamental questions as What exactly is identity and how do identity processes function Do people have a single identity or multiple identities Is identity individually or collectively oriented Personally or socially constructed Stable or constantly in flux The Handbook of Identity Theory and Research offers the rare opportunity to address the questions and reconcile these seeming contradictions bringing unity and clarity to a diverse and fragmented literature This exhaustive reference work emphasizes the depth and complexity of identity processes and domains and presents perspectives from many different theoretical schools and empirical approaches Contributing authors provide perspectives from psychology e.g. narrative social identity theory neo Eriksonian and from other disciplines e.g. sociology political science ethnic studies and the editors highlight the links between chapters that provide complementary insights on related subjects In addition to covering identity processes and categories that are well known to the field the Handbook tackles many emerging issues including Identity development among adopted persons Identity processes in interpersonal relationships Effects of globalization on cultural identity Transgender experience and identity Consumer identity and shopping behavior Social identity processes in xenophobia and genocide The Handbook of Identity Theory and Research lends itself to a wealth of uses by scholars clinicians and graduate students across many disciplines including social developmental and child school psychology human development and family studies sociology cultural anthropology gender ethnic and communication studies education and counseling
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contribution to society as a whole The Handbook also illustrates how the various theories contribute to understanding and solving critical social issues and problems The Handbook of Theories of Social Psychology is an essential resource for researchers and students of social psychology and related disciplines International Review of Industrial and Organizational Psychology 2005 Gerard P. Hodgkinson, J. Kevin Ford, 2005-12-13 This is the twentieth in the most prestigious series of annual volumes in the field of industrial and organizational psychology The series provides authoritative and integrative reviews of the key literature of industrial psychology and organizational behaviour The chapters are written by established experts and topics are carefully chosen to reflect the major concerns in both the research literature and in current practice Continuing in the tradition of the series as a whole this twentieth volume provides scholarly up to the minute reviews and updates of work in a number of well established areas such as mergers and acquisitions burnout and health and personality in industrial and organizational psychology Emergent issues are also covered in chapters on social identity emotions in organizations the contribution of industrial and organizational psychology to ensuring safety in commercial aircraft and the analysis of justice in human resource management decisions Each chapter offers a comprehensive and critical survey of the chosen topic and each is supported by a valuable bibliography For advanced students academics and researchers as well as professional psychologists and managers this remains the most authoritative and current guide to new developments and established knowledge in the field of industrial and organizational psychology Contributors to Volume 20 Neal M Ashkanasy Australia Claire E Ashton James Australia Shlomo Berliner Israel Susan Cartwright UK Jose M Cortina USA Naomi Ellemers The Netherlands Stephen W Gilliland USA Don Harris UK S Alexander Haslam UK Michael J Ingerick USA Samuel Melamed Israel Layne Paddock USA Itzhak Shapira Israel Arie Shirom Israel Lauren Thomas UK Sharon Toker Israel **Identity at Work** John Chandler, 2016-09-13 This insightful book draws on a range of contemporary and classic studies to explore the connection between the personal experience of work and the wider social structures in which it takes place Identity at Work examines key social identities relevant to the workplace such as those based on gender sexual orientation ethnicity and race disability age occupation class and organizational membership Using research from a wide variety of countries and academic approaches this book provides a readable and engaging introduction to the issues exploring how people experience work understand and present themselves at work and relate to others Providing an accessible investigation of work and identity this text will be valuable to students looking at organizational behaviour HRM diversity management and the sociology of work **Negotiating Boundaries at Work** Jo Angouri, 2017-05-18 Focuses on transition talk and boundary crossing discourse in the modern workplace Moving between linguistic professional and national boundaries is part of the daily reality of modern workplaces where the concept of a job for life is now outdated Employees move between jobs countries and even professions during their working lives but the multilayered process of redefining personal social and professional identities is not reflected in current workplace research This volume brings

together a range of scholars from different disciplinary areas in the field examining the challenges of transition into a new workplace team or community as well as transitions within different professional communities By analyzing the strategies individuals adopt to navigate the boundaries they face in languages workplaces or countries this book demonstrates that transitions are not linear but are negotiated and constructed in the situated here and now of workplace interaction at the same time as they are positioned in the wider socioeconomic order Key Features Focuses on the urban workplace environment and workforce mobility Contributors approach transitions from a number of perspectives representing the range of work currently being undertaken in the area A range of cases are discussed in each chapter *Origins, Traditions, and Trends of Organizational Communication* Anne M. Nicotera, 2025-09-30 The second edition of *Origins Traditions and Trends of Organizational Communication* provides an updated overview of organizational communication assessing the field to date and demonstrating a communicational approach to the study of organization Tracing the field's history and development to the present this edition is framed by the recent anti racist decolonial turn in the field offering a set of conceptual structures and vocabularies to facilitate appreciation of the field's literature grounded in an understanding of its biases It again provides students with background knowledge of foundational management theories in order to understand their influence on our thinking and our organizational world Literature reviews on focused topics written by experts link organizational communication theory and research to practice This edition is an ideal text for graduate courses in organizational communication and communication history Online support materials for instructors include an instructor's manual with key discussion questions and suggested activities Access the support materials at www.routledge.com/9781032775388

Toward Entrepreneurial Community Development Michael Fortunato, Morgan Clevenger, 2017-03-31 *Toward Entrepreneurial Community Development* is about developing entrepreneurial communities and goes beyond theories of the firm to demonstrate how local and regional society contributes in important ways to the vitality of entrepreneurs The literature is rich with insights about leadership and culture within SMEs and the behaviours and attitudes of their founders founding teams and managers Since most of the attention in the entrepreneurship literature is focused on firms we wish to explore everyone else The social environment surrounding the entrepreneur and how leadership and culture outside the firm can have pervasive effects on the business This book reaches across disciplinary boundaries integrating and advancing knowledge on entrepreneurial community development The book identifies actionable leadership strategies that can be used by literally anyone to help make a community or region a more culturally supportive interactive home for entrepreneurial minds We draw from original research to compare high and low entrepreneurship communities and present an emergent picture of how community level actors can or fail to work together to support entrepreneurship in places that are culturally distant from the Silicon Valley i.e. most places *Toward Entrepreneurial Community Development* then offers techniques for entrepreneurial community leadership including how to build lasting alliances create an image and harness the local culture

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This book provides readers with insights into the discipline of leadership by using examples from the hit television show Buffy the Vampire Slayer This fun and engaging approach will teach readers of various backgrounds how they can be effective leaders The New Psychology of Leadership S. Alexander Haslam, Stephen D. Reicher, Michael J.

Platow, 2010-09-13 Winner of the University of San Diego Outstanding Leadership Book Award 2012 Shortlisted for the British Psychological Society Book Award 2011 Shortlisted for the CMI Chartered Management Institute Management Book of the Year Award 2011 2012 According to John Adair the most important word in the leader s vocabulary is we and the least important word is I But if this is true it raises one important question why do psychological analyses of leadership always focus on the leader as an individual as the great I One answer is that theorists and practitioners have never properly understood the psychology of we ness This book fills this gap by presenting a new psychology of leadership that is the result of two decades of research inspired by social identity and self categorization theories The book argues that to succeed leaders need to create champion and embed a group identity in order to cultivate an understanding of us of which they themselves are representative It also shows how by doing this they can make a material difference to the groups organizations and societies that they lead Written in an accessible and engaging style the book examines a range of central theoretical and practical issues including the nature of group identity the basis of authority and legitimacy the dynamics of justice and fairness the determinants of followership and charisma and the practice and politics of leadership The book will appeal to academics practitioners and students in social and organizational psychology sociology political science and anyone interested in leadership influence and power **The Oxford Handbook of Diversity in Organizations** Regine Bendl, Inge

Bleijenbergh, Elina Henttonen, Albert J. Mills, 2015-11-12 In the last decades diversity and its management has become a feature of modern and postmodern organizations Different practices have spread around the globe focusing on the organizing and management of inclusion and exclusion of persons and identities based on different genders sexual orientations racial and ethnic backgrounds ages and disabilities as well as religious beliefs However although increasingly recognized as important the discourses of diversity are multifaceted and not without controversy Furthermore diversity management practices have the potential to reproduce both inclusion and exclusion The book presents the foundations of organizing and managing diversities offers multidisciplinary intersectional and critical analyses on key issues and opens up fresh perspectives in order to advance the diversity debate It also inspires new debates on diversity by encouraging scholars to broaden their research agendas and assists students and scholars to increase their understanding of the field and its

current discussions The contributors are a team of leading diversity scholars from all over the world *Diversity and Groups* Katherine W. Phillips, 2008-08-01 Diversity results from the constellation of individual traits characteristics identities experiences and knowledge that individuals bring to a group This volume helps to promote research on diversity in groups by identifying and integrating various areas of research related to diversity across multiple disciplinary traditions Oxford Handbook of Internet Psychology Adam Joinson, Katelyn McKenna, Tom Postmes, Ulf-Dietrich Reips, 2009-02-12 Over one billion people use the Internet globally Psychologists are beginning to understand what people do online and the impact being online has on behaviour It s making us re think many of our existing assumptions about what it means to be a social being For instance if we can talk flirt meet people and fall in love online this challenges many of psychology s theories that intimacy or understanding requires physical co presence The Oxford Handbook of Internet Psychology brings together many of the leading researchers in what can be termed Internet Psychology Though a very new area of research it is growing at a phenomenal pace In addition to well studied areas of investigation such as social identity theory computer mediated communication and virtual communities the volume also includes chapters on topics as diverse as deception and misrepresentation attitude change and persuasion online Internet addiction online relationships privacy and trust health and leisure use of the Internet and the nature of interactivity With over 30 chapters written by experts in the field the range and depth of coverage is unequalled and serves to define this emerging area of research Uniquely this content is supported by an entire section covering the use of the Internet as a research tool including qualitative and quantitative methods online survey design personality testing ethics and technological and design issues While it is likely to be a popular research resource to be dipped into as a whole volume it is coherent and compelling enough to act as a single text book The Oxford Handbook of Internet Psychology is the definitive text on this burgeoning field It will be an essential resource for anyone interested in the psychological aspects of Internet use or planning to conduct research using the net **Advances in Mergers and Acquisitions** Sydney Finkelstein, Cary L. Cooper, 2009-09-09 Helps scholars think about mergers and acquisitions in fresh ways building our knowledge base on this critical topic **The ^AOxford Handbook of Group Creativity and Innovation** Paul B. Paulus, Bernard A. Nijstad, 2019-04-30 This volume highlights recent theoretical empirical and practical developments that provide a solid basis for the practice of collaborative innovation and future research **Generation A** Amy E. Hurley-Hanson, Cristina M. Giannantonio, 2022-09-01 Providing several new contributions to both the disabilities literature and research on special populations and international perspectives on Generation A this book explores ways that researchers can help facilitate finding and maintaining employment for individuals with Autism Spectrum Disorder ASD **Fostering Sustainability by Management Education** Agata Stachowicz-Stanusch, Wolfgang Amann, 2017-12-01 This book presents our set of insights and solutions for more effectively integrating corporate social responsibility into management education Internationally acclaimed authors critically review this multifaceted process in a variety of countries

The book is divided into several sections After the introduction three parts delve deep on the following aspects Values Ethics and Spirituality in Management Education Embedding CSR in Management Education and University Social Responsibility This book combines theoretical considerations and state of the art practical advice The purpose of this book is to ensure graduates pay enough attention to CSR become more interested in it trigger a desire for action and feel well equipped to implement tailored initiatives Future business leaders and managers ought to become change agents who can more easily cope with the complexities CSR entails The ^AOxford Handbook of Social Influence Stephen G. Harkins,Kipling D. Williams,Jerry M. Burger,2017-07-07 The Oxford Handbook of Social Influence restores this important field to its once preeminent position within social psychology Editors Harkins Williams and Burger lead a team of leading scholars as they explore a variety of topics within social influence seamlessly incorporating a range of analyses including intrapersonal interpersonal and intragroup and examine critical theories and the role of social influence in applied settings today *What Isn't Being Said* Wendi L. Adair,Nancy R. Buchan,Xiao-Ping Chen,Leigh Anne Liu,2024-03-13 This book examines how exactly effective intercultural communication at work takes place In order to do so the authors take a deep dive into understanding the communication process and variation in communication patterns across cultures and individuals They introduce a model that focuses on four sources of nonverbal communication discuss existing research on intercultural communication in the workplace and offer propositions for future research on the indirect implicit and nonverbal cues that can stymie cross cultural communication effectiveness at work

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