Organizational Climate and Culture—Benjamin Schneider 2009-11-23 Sponsored by the Society for Industrial and Organizational Psychology and the American Psychological Association. Research and practice in organizational climate and culture can together advance understanding of the behavior of individuals within organizations, as well as overall organizational performance in such diverse areas as financial planning, marketing, and human resource development.

Organizational Climate and Culture—Mark G. Ehrhart 2013-11-20 The fields of organizational climate and organizational culture have co-existed for several decades with very little integration between the two. In Organizational Climate and Culture: An Introduction to Theory, Research, and Practice, Mark G. Ehrhart, Benjamin Schneider, and William H. Macey break down the barriers between these fields to encourage a broader understanding of how organizational culture and climate affect employee and organizational performance. The Handbook reviews the development of both the organizational climate and organizational culture literatures, the authors identify the unique elements of the fields, the overlap between them, and the differences between them to provide readers with a clear picture of the integration of the two. They also identify how practitioners can utilize the key concepts in the two literatures when implementing organizational change and leadership change efforts. The end product is an in-depth discussion of organizational climate and culture unlike anything that has come before that provides unique insights for a broad audience of academics, practitioners, and students.

The Oxford Handbook of Organizational Climate and Culture—Karen M. Barlow 2014-05-07 The Oxford Handbook of Organizational Climate and Culture presents the breadth of topics from Industrial and Organizational Psychology and Organizational Behavior to understanding climate and culture. The Handbook review in great detail how in both research and practice climate and culture reciprocally influence each other. The details reveal the many practices that organizations use to acquire, develop, motivate, lead, and treat employees both at home and in the multinational settings that characterize contemporary organizations. Chapter authors are both expert in the fields of organization and climate and culture. Chapter authors are both expert in the fields of organizational climate and culture, and practitioners in five national and international companies (3M, McDonald’s, the Mayo Clinic, PepsiCo, and Target). In addition, new approaches to the collection and analysis of climate and culture data are presented as well as new thinking about organizational change from an integrated climate and culture paradigm. No other compendium integrates climate and culture thinking like this Handbook and does no other compendium presents both an up-to-date review of the theory and research on the many facets of climate and culture as well as contemporary practice. The Handbook takes a climate and culture vantage point on micro approaches to human issues at work (recruitment and hiring, training and performance management, motivation and fairness) as well as across organizational processes (teams, leadership, careers, communication), and it also explicates the fact that these are all intertwined within firms that function in larger national and international contexts.

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Sexual Harassment of Women—National Academies of Sciences, Engineering, and Medicine 2018-01-01 The last few decades, research, activity, and funding has been devoted to improving the recruitment, retention, and advancement of women in the fields of science, engineering, and medicine. In recent years the diversity of those participating in these fields, particularly the participation of women, has improved and there are approximately an equal number of women entering graduate school in the fields of science, engineering, and medicine. However, as women increasingly enter these fields they face biases and barriers and it is not surprising that sometimes recruitment is not one of the best decisions they make. In recent years the number of women in the workforce has held steady, yet now more women are in the workforce and in academia, and in the fields of science, engineering, and medicine (as students and faculty) and so more women are experiencing sexual harassment at work and in academia. Sexual harassment in academia can be experienced by women in the workplace and in academic settings have raised urgent questions about the specific impact of the patriarchal behavior on women and the extent to which it is limiting their careers. Sexual Harassment of Women explores the influence of sexual harassment in academia on the career advancement of women in the scientific, technical, and medical workforce. This book reviews the research on the extent to which women in the fields of science, engineering, and medicine are victimized by sexual harassment and identifies the gender differences in the extent to which sexual harassment in academia negatively impacts the recruitment, retention, and advancement of women pursuing scientific, engineering, technical, and medical careers. It also identifies and analyzes the policies, strategies and practices that have been the most successful in preventing and addressing sexual harassment in these settings.

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A Climate of Success—Roderic Gray 2007-06-01 Could your organization be a better place to work? What effect would that have on the quality and quantity of what gets done? This book examines the concept of organizational climate (what it feels like work here) in a reliable and available way without sacrificing academic rigor. Using case studies to illustrate the causes and consequences of various climate factors, it makes practical suggestions for how improvements can be made - to everyone's benefit. Building on current research, this book shows how perceptions of climate arise, the effects they can have on performance, and how managers can influence these perceptions and apply their understanding to improve their own and their people's effectiveness.

Excellence in Internal Communication Management—Rita L. Lindey Men 2016-12-20 This book integrates research, practical insights, and tools to provide an up-to-date review of the theory and research on the many facets of climate and culture as well as contemporary practice. The Handbook takes a climate and culture vantage point on micro approaches to human issues at work (recruitment and hiring, training and performance management, motivation and fairness) as well as across organizational processes (teams, leadership, careers, communication), and it also explicates the fact that these are all intertwined within firms that function in larger national and international contexts.

The International Handbook of Organizational Culture and Climate—Susan Carter-Stadling 2001-03-30 This is the first truly international book on the subject of culture and climate in organizational behavior. It has enormous potential to make a significant impact on the future of organizational behavior and management. The International Handbook of Organizational Culture and Climate analyzes the policies, strategies and practices that have been the most successful in preventing and addressing sexual harassment in academia. The International Handbook of Organizational Culture and Climate is edited by Nicole L. Turner, Author

The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention—Jonathan Passmore 2017-07-24 This handbook makes a unique contribution to the fields of organizational psychology and human resource management by providing comprehensive coverage of the contemporary field of employee recruitment, selection and retention. It provides a comprehensive analysis of the roles of technology and social media in recruitment, diversity, assessment methods and talent management, drawing on the work of leading thinkers including Melanie Blaukam, Nancy Tepsy, Adrian Furnham and Bono Kardasis. The contributors are drawn from diverse backgrounds and a wide range of countries, giving the volume a truly international feel and perspective. Together, they share important new work which is being undertaken across the globe but is not always easily accessible to real-world practitioners and students.
The global challenges and consequences posed by climate change are becoming increasingly apparent. Although organizational climate and culture refer to the shared values, attitudes, and behaviors that influence people's actions within a group, there is a growing consensus that these factors can significantly impact the effectiveness of organizations in managing climate change. Organizations are adopting popular management techniques, some scientific, some faddish, often without introducing them properly or adequately measuring the outcome. Enhancing Organizational Performance reviews the most popular current approaches to organizational change, total quality management, reengineering, and downsizing in terms of how they affect organizations and people, how performance improvements can be measured, and what questions remain to be answered by research. The commentary on recent research, developments, and personal experiences show that all serve as sources for organization design. Alternative organization structures such as teams, specialist networks, autonomous work units, and virtual reality tools are examined. Enhancing Organizational Performance looks at the influence of the organization's norms, values, and beliefs—its culture—on people and their performance, identifying cultural "levels" available to organizations. And what is leadership? The book sorts through a wealth of research on leadership to provide a coherent and personal understanding of leadership, leadership in virtual organizations, leadership in different cultures, and leadership in a time of change. Although there are many books on how to manage and lead organizations, Stringer discusses how developing these skills and supports new competencies that will become required with globalization and other tools for the leadership of the future. The book challenges traditional views on what the organization and the manager do to change these organizational structures. Enhancing Organizational Performance discusses how organizations corporate to maximize outcomes. The committee explores the changing missions of the U.S. Army as a case study that has relevance to any organization. Noting that a muscular growing card contains more computing power than existed in the entire world before 1955, the committee addresses the impact of new technologies on performance. With examples from organizations around the world, the book is the ultimate resource for business leaders and organizations and the prospects for performance improvement. This book will be important to corporate leaders, educators, and management students. Features insights grounded in what management scholars know about human behavior, practical examples, and offers proven advice that can help readers be more effective, regardless of their organizational level. Part 4 explores one organization that has been successful at promoting organizational change, making leadership more dynamic, understanding the link between ethics and culture, and achieving personal growth.

Effective leaders arouse and direct the motivational energy that culture has become a popular concept leading to a wide variety of research and implementation by various experts and researchers in the field; in this book, he analyzes and illustrates through cases the abstract concept of organizational climate and how different climates influence people's energies and efforts. Stringer discusses both sides of motivation. Consciously or unconsciously, effective leaders arouse and direct the motivational energy that leadership and Organizational Climate is a book that shows how leaders impact organizational performance by manipulating the environmental determinants of motivation. Consciously or unconsciously, effective leaders arouse and direct the motivational energy that culture and climate of your school, including "culture-busting" strategies to help teachers adopt positive attitudes, outlooks, and behaviors; * A framework for pinpointing the type of culture you have, the type that you want, and the actions you need to take to bridge the two; * Tips for hiring, training, and retaining teachers who will actively work to improve your school's culture; and * Instructions on how to create and implement a Successful School Culture building team. Though often invisible to the naked eye, a school's culture influences everything that takes place under its roof. Whether your school is urban or rural, prosperous or struggling. School culture is the glue that holds everything together, making sure that the culture in your school is guided first and foremost by what's best for your students.

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