fourth edition

Economic Approaches to Organizations

Sytse Douma and Hein Schreuder



Economic Approaches To Organizations

Neal M. Ashkanasy, Celeste P M Wilderom, Mark F. Peterson

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resistance and communication Socio-economic Approach To Management, The: Steering Organizations Into The Future John Conbere, Alla Heorhiadi, 2018-04-09 Many organizational leaders may not even realize that most of their strategic decisions are made without accurate or full information And yet more than 40 years of socio economic research indicate that around 40% of what happens economically in organizations is not taken into consideration by traditional accounting This lack of information affects an organization s effectiveness by turning organizational functions into dys functions which leads to hidden costs Socio economic research shows that average hidden costs are more than 20 000 per employee per year Socio Economic Approach to Management SEAM is a different way to lead and manage organizations or to put simply steer them What differentiates SEAM from traditional management First SEAM focuses on both the people and economic sides of the workplace Second SEAM identifies and reduces hidden costs through engaging employees and developing their potential. The results are increased efficiency and profitability sustainable organizational development and higher employee engagement SEAM was developed in France and is little known in the US This book provides a sound introduction to SEAM for the English speaking audience The book will be of interest for organizational leaders and managers who search new ideas techniques and tools to increase the efficiency of their organizations. The book will also be beneficial for change management and HR practitioners New Directions for Organization Theory Jeffrey Pfeffer, 1997-06-05 In New Directions for Organization Theory Jeffrey Pfeffer offers a comprehensive analysis and overview of the field of organization theory and its research literature This work traces the evolution of organization studies particularly its more recent history and highlights the principle concepts and controversies characterizing the study of organizations Pfeffer argues that the world of organizations has changed in several important ways including the increasing externalization of employment and the growing use of contingent workers the changing size distribution of organizations with a larger proportion of smaller organizations the increasing influence of external capital markets on organizational decision making and a concomitant decrease in managerial autonomy and increasing salary inequality within organizations in the US compared both to the past and to other industrialized nations These changes and their public policy implications make it especially important to understand organizations as social entities But Pfeffer questions whether the research literature of organization studies has either addressed these changes and their causes or made much of a contribution to the discussion of public policy New Directions for Organization Theory provides a clear accessible summary of the current state of organization studies skillfully synthesizing diverse research and presenting it in an orderly insightful manner It offers suggestions for the development of the field including a call to focus more on issues of design and to use the ability to understand real phenomena to help distinguish among theoretical approaches A major scholar in the field of organization theory Jeffrey Pfeffer offers a perspective on its current state that will be of interest and value to scholars and graduate students interested in organizations United States Sentencing Commission Discussion Materials on Organizational Sanctions ,1988

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