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J. Gary Bernhard, Kalman Glantz

Staying Human in the Organization J. Gary Bernhard, Kalman Glantz, 1992 The Fast Track John S. Budd, 1982-01-01 Bernhard and Glantz attribute many workplace problems to a basic conflict between human nature and the structure of modern organizations Because human beings evolved in small egalitarian hunter gatherer bands most humans have emotional needs that can best be satisfied in small groups that are based on personal reciprocity sharing teamwork and genuine interdependence In such groups leadership can be based on acknowledged personal ability everyone can feel important and the common goal can weld people together in a way that is both efficient and personally satisfying The authors see the formal hierarchies of modern organizations where authority often replaces leadership as the resurgence of pre human primate social relationships in which bluffing threatening and intimidation played a major role Numerous and varied examples from the workplace lend the analysis graphic immediacy and authenticity Many theories have been advanced to explain such workplace phenomena as endemic dissatisfaction low productivity and high absenteeism Many books have argued that teams a democratic management style and employee participation are essential given an educated work force that doesn't live in fear of being fired Staying Human in the Organization is the first book to relate these themes to evolutionary biology the discipline which in recent years has been revolutionizing the behavioral sciences. The result is a new way of thinking about labor relations and organizational development The Cumulative Book Index ,1992 A world list of books in the English language Harvard Business School Bulletin ,1982 Best Sellers ,1982 Books Out-of-print .1986 **Subject Catalog** Library of Congress, 1982 Books in Print ,1993-09 V 1 Authors A D v 2 Authors E K v 3 Authors L R v 4 S Z v 5 Titles A D v 6 Titles E K v 7 Titles L Q v 8 Titles R Z v 9 Out of print out of stock indefinitely v 10 Publishers Zimbabwe's Fast Track Land Reform Prosper B. Matondi, 2012-11-08 The Fast Track Land Reform Programme in Zimbabwe has emerged as a highly contested reform process both nationally and internationally The image of it has all too often been that of the widespread displacement and subsequent replacement of various people agricultural related production systems facets and processes The reality however is altogether more complex Providing new and much needed empirical research this in depth book examines how processes such as land acquisition allocation transitional production outcomes social life gender and tenure have influenced and been influenced by the forces driving the programme It also explores the ways in which the land reform programme has created a new agrarian structure based on small to medium scale farmers In attempting to resolve the problematic issues the reforms have raised the author argues that it is this new agrarian formation which provides the greatest scope for improving Zimbabwe's agriculture and development Based on a broader geographical scope than any previous study carried out on the subject this is a landmark work on a subject of considerable controversy Forthcoming Books Rose Arny, 1998-04

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