

The Human Group

George C. Homans

With new

introductions

by

A. Paul Hare

and

Richard Brian Polley



The Human Group Classics In Organization And Management Series

Herbert Kaufman



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The Human Group George Caspar Homans, 2017-09-29 George C Homans's classic volume *The Human Group* was among the first to study the small group as a microcosm of society. It introduced a method of analysis and a set of influential theories that cut across areas of specialization on the personality, community, and industry. The study of even the smallest groups is extremely complex with the simplest associations involving an abundance of actions, relationships, emotions, motives, ideas, and beliefs. Homans concentrates on certain activities and processes he observes in five carefully selected and differentiated case studies and from them draws common patterns and ideas that serve as the bases of testable propositions. He divides his cases into static and dynamic groups. In all five cases, Homans selects comparable phenomena for analysis with a contextually different emphasis and elaboration each time. His results demonstrate that different as these groups are, their behavior reveals fundamental similarities and social uniformities. A ground-breaking and authoritative work when it was first published in 1950, *The Human Group* continues to inform and invigorate the study of small groups in sociology, psychology, management, and organizations.

The Human Group George Caspar Homans, The study of even the smallest groups is extremely complex. Homans concentrates on certain activities and processes he observes in five carefully selected and differentiated case studies and from them draws common patterns and ideas that serve as the bases of testable propositions. In all five cases, Homans selects comparable phenomena for analysis with a contextually different emphasis and elaboration each time.

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Essentials of Social Psychology Shubhra Mangal, Shashi Mangal, 2022-08-30 *Essentials of Social Psychology: An Indian Perspective* offers a comprehensive introduction to social psychology with a focus on the cultural and social fabric of Indian society. Split into five sections, the book covers the nature, scope, history, and methods of social psychology, individual-level processes, interpersonal-level processes, social processes, group processes, and social issues. The authors, S. K. Mangal and Shubhra Mangal, address the latest research trends and offer a varied insight into a range of topics including social influence, social exchange processes, group dynamics, aggression, prejudice, and attitudes. The book also examines topical themes and includes two chapters on social issues facing contemporary Indian society. While highlighting significant Indian research contributions and including examples and case studies from an Indian context, this book goes on to examine the discipline in the context of the socio-psychological background of this subcontinent. Complex concepts are clearly explained, and the book aids student learning through useful pedagogical features such as assessment questions, case studies, chapter summaries, and boxed key points. Covering all the core topics within social psychology, this is an essential textbook for graduate or undergraduate

courses in social psychology social work social neuroscience community medicine or public health In addition it s also a useful introduction for those taking the Psychology option for the Indian and Provincial Civil Services and other competitive examinations

Motives and Goals in Groups Alvin Zander,2018-04-17 The qualities and effectiveness of working groups are determined by the goals of the group and the motives of its members In *Motives and Goals In Groups* Alvin Zander studies the effects of group goals and the reasons why particular group goals are chosen He examines the origins of such goals determines their value in terms of the work of the group and analyzes how goals are affected by members aspirations to achieve success Zander assumes the idea that the motives of members are not merely dispositions to obtain personal satisfaction but are also inclinations to achieve group success Earlier studies defined and clarified concepts about group achievement They report on work in the laboratory using high school students as subjects In later investigations these concepts were tested in groups outside the laboratory classrooms executive boards industrial crews and business departments In the new introduction Zander brings his book up to date by analyzing members motives and groups goals from 1971 to the present day He examines how current findings amplify results reported in the original book Among the topics covered are measurability of a group s objective the degree of members confidence in attaining the group s goal the importance of a group s purpose external pressures on a group s aspirations and the reaction of members to their group s performance *Motives and Goals in Groups* brings together earlier research for the first careful scientific study of goals In groups It is of continuing importance to psychologists educators social workers executives therapists and all others who work either in or with groups

The Limits of Organizational Change Herbert Kaufman,2017-07-12 The environment of modern organizations is so complex and volatile that we take for granted that organizational change is necessary for organizational survival Yet the literature on organizations has for years described manifold obstacles to such change First published in 1971 this book extracts from that literature and from experience a comprehensive yet concise overview of those barriers Because these elements of the analysis are as valid now as when they were originally written *The Limits of Organizational Change* is still widely read and cited nearly a quarter century later From the premises of this argument Kaufman drew a number of conclusions about organizational survival and extinction age and size centralization and decentralization and organizational evolution Subsequent research and reflection induced him to refine and modify some of those inferences The modifications are spelled out in a new preface that gives fresh relevance to his findings and his conjectures Yet *The Limits of Organizational Change* is not a ponderous labored work As one reviewer remarked it is a delightful set of essays a review of empirical research in a witty conversational style *The Rocky Mountain Social Science Journal* It is a book one can enjoy as well as profit from and will be a useful tool for managers organizational studies scholars and sociologists

The Changing of Organizational Behavior Patterns Paul R. Lawrence,1991-01-01 Many companies today are either undergoing drastic organizational changes or are faced with the prospect of having to make these changes in the near future The need for

change may arise from internal sources growth in the size of the company the problem of aging or more frequently from external sources changes in the nature of markets in the technology of the industry or even cultural beliefs about the proper rewards of work and behavior for employers and employees This book is concerned with the process of change by which organizations achieve their purposes and meet the needs of their individual and group contributors Lawrence s study is centered on a medium sized supermarket chain in which several important management functions were being shifted from the home office to newly created store managers The origin and reasoning behind these organizational changes the methods of introducing them the process of shifting the roles of key individuals and the consequences of the changes are considered in detail The author s inquiry proceeds from four essential research questions What is the nature of the basic behavior patterns in this organization What are the key factors involved in changing those patterns Did significant measurement change occur If so how was it accomplished This volume first published in 1958 broke new ground in devising techniques to measure changes in behavior patterns of individuals in focusing attention on the behavior patterns of individuals at the management levels of an organization and in clarifying the stubborn facts of human behavior involved in changing administrative patterns The book will be of continuing interest to managers and administrators concerned with making key changes in customary supervisory practices and to sociologists for the way the book addresses the general issue of the conflicts between the shifting demands of large organizations and the integrity of the individual The new 1990 introduction by the author nicely illustrates his belief that the process of organizational change remains a central issue for American society

Managing Large Systems Leonard R. Sayles, 2017-09-29 Managing Large Systems examines a range of human organizational and managerial challenges associated with large systems Special attention is given to the behavioral relationships among scientists and engineers business and technical managers sponsor organizations and their contractors business and government officials and line and functional managers The descriptions of problems of technical organization and performance motivation are based primarily on an extended field study of the National Aeronautics and Space Administration Managing Large Systems includes a description of the unique management system developed by NASA under the leadership of James Webb that many believe was responsible for their extraordinary technological achievements that culminated in the first moon landing Parallels are drawn to other large scale technology programs in aerospace and atomic energy The authors find traditional managerial principles regarding controls incentive systems and planning to be inadequate in the context of large systems They look to organizational clusters to manage future projects in advanced technological areas and in public sectors such as urban development massive medical programs and ecological improvements

Organization Theory by Chester Barnard Kazuhito Isomura, 2020-10-26 This book helps undergraduate and graduate students understand Chester Barnard s organization theory Barnard s book The Functions of the Executive is a classic that along with Herbert Simon s Administrative Behavior is often considered to be essential reading for management students However it is well known to be

difficult and abstract Offering a systematic overview this book provides an excellent introduction to Barnard s organization theory Chester Barnard s concept of formal organization is often cited as a definitive opus on the subject of organization However he provided other concepts of organization such as cooperative systems complex formal organizations and informal organizations In his second book Organization and Management he added two more concepts lateral organizations and status systems allowing researchers to gain a better understanding of how Barnard developed his organization theory after his first publication Barnard was a successful practitioner as well as a theorist and his organization theory is full of practical insights gained from managing various types of organizations including NGOs and NPOs This book discusses how Barnard s organization theory can be applied to business practices in the context of exploring a new style of management and provides suggestions for business people seeking innovations for their own organizations Personnel Bibliography Series United States. Office of Personnel Management. Library,1979

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